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Development of Accession Quality Indices for the United States Air Force

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Rodney A. McCloy
Dan J. Putka

Human Resources Research Organization
66 Canal Center Plaza, Suite 400
Alexandria, VA. 22314

Kenneth L. Schwartz
Johnny J. Weissmuller

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Strategic Research and Assessment
HQ AFPC/DSYX
550 C Street West, Ste 45
Randolph AFB TX 78150-4747

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Kenneth L. Schwartz, & Johnny J. Weissmuller

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Analyses were performed to create and evaluate 2 indexes designed to track the quality of US Air Force enlisted personnel – The Cohort Quality Index (CQI) and the Diversity Representation Ratio (DRR). Both indices are risk ratios that compare the proportional representation of a target group to the proportional representation of that same target group in a reference population. The analyses to develop the indices were done based on the Qualified Military Available database (QMA). The CQI was used to track force representation across various subgroups of interest.
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14. Abstract cont.

The DRR was used to track the degree to which the Air Force meet its self-established diversity goals. The results of the report showed that the Air Force had easily met the accession quality benchmarks set by the Department of Defense.

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Human Resources Research Organization

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Rodney A. McCloy
Dan J. Putka

Prepared for: Air Force Personnel Center
HQ AFPC/DPST
550 C St W, Ste 9
Randolph AFB TX 78150-4711

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66 Canal Center Plaza, Suite 400 • Alexandria, VA 22314 • 703.549.3611 • fax. 703.549.9025
www.humrro.org

DEVELOPMENT OF ACCESSION QUALITY INDICES

FOR THE UNITED STATES AIR FORCE

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Background

The U.S. Air Force strives to attain accession cohorts of the highest quality. The Department of Defense gauges accession quality in terms of two markers: (a) the percentage of accessions scoring at or above average on the enlistment test (i.e., the Armed Forces Qualification Test [AFQT]), and (b) the percentage of accessions possessing a high school diploma. Specifically, Department of Defense (DoD) recruit quality benchmarks require the Military Services to enlist accession cohorts in which at least 60% score in AFQT categories I-IIIA (i.e., at or above average) and 90% are high school diploma graduates (HSDG).

The Air Force has easily exceeded these benchmarks over the past several years, with results for FY 2008 (through February) being no exception (78% in categories I-IIIA, 99% HSDG; Gilroy, 2008). As such, the Air Force might well choose a different internal definition of accession quality. This report describes the results of efforts to develop 1) an overall measure of recruit quality available versus the quality of those selected and assigned and 2) a Dow-Jones type Index that will provide an index of the overall health of the recruiting and selection functions in order to allow optimization of available resources (Letter Request for Quotation, September 2006, p. 10). If such a metric were available that could compare the quality of accession cohorts to a meaningful reference group (e.g., the qualified military available—QMA), the Air Force would have another tool for evaluating how well their accession system was functioning and to optimize its available resources. The purpose of the current project was to develop such a measure.

HumRRO has satisfied the first objective by creating a Cohort Quality Index (CQI) that compares the quality of a given Air Force accession cohort to the quality available in the current recruiting market. The CQI provides a metric for tracking force representation over time, benefits from a current database that can be updated annually, and allows tracking of numerous groups of interest at various organizational levels (e.g., Squadron). We have elaborated on the second objective, in that although we provide a single type of index, many versions of the CQI are available and necessary. Further, we developed a variant of the CQI—the Diversity Representation Ratio (DRR)—to allow the Air Force to assess the degree to which it is meeting various diversity goals.

Layout of the Report

Having identified the objectives of the research and the two indices developed in general terms, the remainder of the report presents the details of the development activities. We begin by describing the database serving as the referent source—the Qualified Military Available dataset (Moore, Handy, & McCloy, 2005; Seifert, Hogan, & Moore, 2007). We then present the two indices, demonstrate how they were calculated and the values they provide for Air Force accession cohorts from FY 2002 through 2006[1]

[1] The cohort of interest in the study was defined as all active duty non-prior service (NPS) enlisted Air Force personnel who accessed between 1 October 2001 (start of FY02) and 30 September 2006 (end of FY06). The total

when compared to the 2007 youth market. We conclude the report with a summary of the findings, a brief discussion of an index that we could have calculated but discarded, and next steps for the Air Force to follow to implement the CQI and DRR on a regular basis.

Qualified Military Available: The Youth Market Referent

Given the Air Force's interest in creating a quality index based on comparing the quality of a particular accession cohort to the quality available in the recruiting market, we opted to use the Qualified Military Available (QMA) database as a key data source in our analyses. The QMA gives "a count of youth who are mentally, morally, and medically qualified for service, and who are free of family commitments that would make them unavailable for duty" (Moore, Handy, & McCloy, 2005, p. 1). Moore et al. described a recent update of the QMA data. The previous QMA data had been updated in 1991 (Thomas & Gorman, 1991) and used medical and moral qualification rates from the latter half of the 1980s. Hence, an update was sorely needed. In addition to updating the QMA, Moore et al. developed a QMA Estimator—a Microsoft Access application that allows users to perform queries of the QMA database to obtain counts of qualified youth by sex, education, race/ethnicity, AFQT category, ZIP code, and county.

The original version of the QMA Estimator developed estimates from the Profiles of American Youth 1997 (PAY97)—the primary dataset resulting from the re-norming of the ASVAB (Segall, 2004). The original QMA Estimator provided the probabilities for qualification based on AFQT categories. These probabilities, in turn, depended on various sex, education, and race/ethnicity subgroups that were deemed constant across all ZIP codes. A recent project (Seifert, Hogan, & Moore, 2007) enhanced the functioning of the QMA Estimator by enhancing the variability of AFQT category estimates by ZIP code. It is this enhanced QMA Estimator that was used for the current project.

Frequency counts for the youth available in the labor market come from applying the probabilities from the QMA Estimator to frequency data available in a database of the civilian non-institutional population developed by Woods and Poole Economics. The Woods and Poole (W&P) database is available in DoD's Recruit Market Information System (RMIS) and has served as the basis for previous QMA analyses (Thomas & Gorman, 1991). The database, which is available in Microsoft Access format, contains county- and ZIP code-level population counts obtained from the 2000 Census, as well as projections through 2030. Information is available by race/ethnicity, sex, age, and education level (Woods and Poole Economics, 2003).[2]

number of accessions during this time period was 155,761 according to data provided by the Defense Manpower Data Center (DMDC). For a detailed description of the Air Force accession cohort database used for this project, see Putka and Allen (2008).

[2] The W&P dataset gives counts of the civilian non-institutional population for the U.S., all counties, and 29,863 residential ZIP codes, for all combinations of age, race/ethnicity, sex, and education. The race/ethnic categories are Black non-Hispanic, White non-Hispanic, API non-Hispanic, Native American and Other non-Hispanic, and Hispanic. The education categories are Enrolled in HS (1-3), HS Senior, HSDG, GED, Junior College Degree, College Enrolled, College Grad+, HS Non-Complete and Not Enrolled.

The QMA dataset used for this project contains probabilities for various characteristics of the available youth. Each of these probabilities can be applied to the W&P frequencies to obtain different reference populations of available youth.[3] For example, probabilities are available for convictions, being overweight, having a medical/physical disqualification, and various combinations of these conditions (e.g., convictions or drug abuse, convictions and no drug abuse, disqualified without overweight). In addition, one filter provides frequencies based on total disqualification. Those remaining after application of this filter are those youth deemed to clear all potential bars to military service.

For the present analyses, we considered applying the total disqualification filter to the W&P frequencies to obtain the frequencies for the youth available in the recruiting market. Given concerns regarding the inability to properly consider/reflect the correlations among the various disqualification variables, as well as the potential for differential applications of waivers across years, we opted not to apply any filters to the QMA frequencies. Therefore, the frequencies used to characterize the available youth in the present study is more appropriately termed the youth available rather than the QMA.

The Cohort Quality Index (CQI)

The index we propose for gauging Air Force accession cohort quality—the Cohort Quality Index (CQI)—is a relative risk ratio, in that it is defined as the ratio of two probabilities, and each probability quantifies a particular risk. The probabilities being compared in the CQI are the probability of group membership in the (a) accession cohort and (b) reference population. Formally, the CQI is defined thus:

$$CQI = \frac{p_{AF}}{p_{RP}}$$

where p_{AF} is the "risk" of being in a given target group within a particular accession cohort:

$$p_{AF} = \frac{\#\,\text{accessions in target group}}{\#\,\text{accessions in cohort}}$$

and p_{RP} is the "risk" of being in a given target group within the reference population:

$$p_{RP} = \frac{\#\,\text{reference population members in target group}}{\#\,\text{reference population individuals}}\ .$$

[3] The QMA has been updated since we completed these analyses. Specifically, AFQT category estimates were revised for high school seniors. Estimates for the other educational levels remain unchanged.

One target group of interest might be the group of high-quality accessions.[4] Using the data from the QMA database and using frequencies from 2008 for the reference population, the 2002 enlisted Air Force cohort yields the following CQI:

$$p_{AF} = \frac{\#\,2002\,\text{high quality accessions}}{\#\,\text{accessions in cohort}} = \frac{13{,}270}{26{,}233} = .50585$$

and

$$p_{RP} = \frac{\#\,\text{high quality in 2008 reference population}}{\#\,\text{individuals in 2008 reference population}} = \frac{5{,}185{,}641.51}{16{,}761{,}469.00} = .30938$$

yielding a CQI of 1.64:

$$CQI = \frac{p_{AF}}{p_{RP}} = \frac{.50585}{.30938} = 1.64\,.$$

This value means that the proportion of high-quality accessions in the 2002 cohort is 1.64 times higher than the proportion of high-quality youth in the reference population.

The calculation of the CQI given above requires several comments. First, note that the 2002 accession cohort is being compared to the 2008 reference population. As will be described in a subsequent section, this is because we had access to QMA data from 2007 and 2008 only. Although the W&P frequency data we would need to compare the 2002 accession cohort to the more meaningful 2002 reference population are available, we were unable to receive them prior to completing this report. Thus, the comparison is useful from a point-of-concept perspective, but the actual CQI for the 2002 accession cohort should be calculated relative to the 2002 W&P frequency data.

[4] The DoD defines high-quality recruits as high school diploma graduates (HSDG) scoring at or above average (i.e., AFQT CAT I - IIIA). The USAF defines high-quality recruits as HSDG scoring in the top two AFQT categories (CAT I-II). These categories represent an AFQT percentile of 65 or higher.

Second, the calculation of p_{RP} indicates that the number of high-quality youth in the 2008 reference population is 5,185,641.51. Although the value is not an integer, it is a correct value. This is because the QMA Estimator probabilities of belonging to different groups (e.g., high-quality) are applied to the W&P frequencies. As such, the calculation provides estimated frequencies, and these typically will not be integers.

Third, note that the CQI is a relative risk ratio, *not* an odds ratio. A risk ratio provides a comparison of one risk (i.e., probability of occurrence) to another. An odds ratio provides a comparison of one set of odds to another, with each odds being a ratio itself—a ratio of the probability of an event occurring (i.e., the risk) to the probability of that event not occurring. Thus,

$$\text{odds} = \frac{p}{1-p}$$

and

$$\text{odds ratio} = \frac{\frac{p_1}{1\text{-}p_1}}{\frac{p_2}{1\text{-}p_2}}$$

where p_1 and p_2 are the probabilities (risks) of two separate events. Consider the prior example, where there are two probabilities in question:

p(t) = probability of being a high-quality accession in 2002 cohort

p(r) = probability of being a high-quality accession in reference population

For the risk ratio (of which the CQI is one),

$$\text{risk ratio} = \frac{\text{risk(t)}}{\text{risk(r)}} = \frac{p(t)}{p(r)} = \frac{.50585}{.30938} = 1.64$$

and for the odds ratio,

$$\text{odds ratio} = \frac{\frac{p}{1\text{-}p(t)}}{\frac{p(r)}{1\text{-}p(r)}} = \frac{\frac{.50585}{1\text{-}.50585}}{\frac{.30938}{1\text{-}.30938}} = 2.29 \ .$$

Both ratios range from 0 to positive infinity. For both ratios, a value of 1.0 signifies equality across the groups—equality of risks for the risk ratio and equality of odds for the odds ratio. Either could serve as an appropriate CQI. We selected the risk ratio because it is more intuitive to interpret than is the odds ratio.

Although we illustrated the calculation of the CQI using high-quality accessions as the target group, numerous groups could be identified as the basis of CQI calculations. Indeed, we believe the Air Force should calculate various CQIs. For one, each CQI would address a different issue (e.g., proportions of high-quality accessions, female accessions, minority accessions), and the various CQIs could trend differently across time (e.g., the CQI for high-quality accessions remaining relatively stable, the CQI for Hispanics increasing). In addition, the QMA data support numerous CQIs. For this project, as a proof of concept, we calculated numerous CQIs (see Table 1). The table shows two types of groups. The first column contains the groups from the QMA database into which enlisted accessions can be categorized. As mentioned earlier, other groups are available in the QMA database (e.g., convictions and no drug abuse). The remaining columns contain groups for which various CQIs were calculated. For example, we calculated CQIs for high-quality accessions across the entire Air Force, by squadron, by race, by sex, by squadron and race, by squadron and sex, and by race and sex. Other "by" groups could also be identified, of course (e.g., Air Force Specialty).

Table 1. CQIs Calculated During the Project

	Groups by Which the CQI Was Calculated						
Target Group	Air Force	Squadron	Race	Sex	Squadron and Race	Squadron and Sex	Race and Sex
High Quality	X	X	X	X	X	X	X
Convictions	X	X	X	X	X	X	X
Medical/Physical	X	X	X	X	X	X	X
Overweight	X	X	X	X	X	X	X
African Americans	X	X		X		X	
Hispanics	X	X		X		X	
Females	X	X	X		X		

The Diversity Representation Ratio (DRR)

The Air Force has a keen interest in maintaining a diverse, high-quality force. To help Air Force leadership address and track the degree to which it is meeting its diversity goals, we developed the Diversity Representation Ratio—a risk ratio that, similar to the CQI, allows calculation and tracking of the degree to which various enlisted accession cohorts resemble the makeup of a selected reference

population. For the DRR, the probabilities being compared are the probability of accession for members of a focus group (e.g., African Americans, females) and the probability of accession for members of a reference group (e.g., whites, males). Formally, the DRR is identical to the CQI:

$$DRR = \frac{p_{AF}}{p_{RP}}$$

but the two probabilities are defined differently:

$$p_{AF} = \frac{\#\,\text{accessions in focus group}}{\#\,\text{focus group available}}$$

and

$$p_{RP} = \frac{\#\,\text{accessions in reference group}}{\#\,\text{reference population available}}\ .$$

The resulting DRR looks a bit like an adverse impact ratio, where the selection ratio for a focus group is compared to the selection ratio for a reference group. Note, however, that the probabilities p_{AF} and p_{RP} are not selection ratios, because the denominator of the ratio is not the number of group members who applied for enlistment. If so, then p_{AF} and p_{RP} would be selection ratios and the DRR would be an adverse impact ratio. Rather, because we lack information on which applicants were denied enlistment, we have changed the denominator to the number of group members available in the reference population (not to be confused with the reference group, which is the group to which the focus group is compared—rather, the reference population has the same meaning as when discussing the CQI: the group of available youth to which the Air Force accession cohort will be compared). As such, the probabilities are more appropriately termed *accession ratios*.

As with the CQI, the DRR can be calculated across various Air Force groups (e.g., by squadron, by Air Force Specialty). For the current project, we calculated the DRR only at the Air Force level. Three DRRs were calculated (focus group listed first, reference group listed second): (a) African Americans/Whites, (b) Hispanics/Whites, and (c) Females/Males.

Results

We now present the results of our calculations for both the CQI and the DRR. Prior to presenting the results, however, we emphasize the following limitations and cautions regarding those results:

- *All indices are based on enlisted accessions*. They do not consider applicants in any way, although the DRR could be constructed this way should the appropriate data on applicants who were refused enlistment be available. (Note: This would *not* include those applicants who applied but subsequently elected not to enlist, making it a personal decision rather than an Air Force decision.)

- *All CQI and DRR results presented in this report are for proof-of-concept purposes only*. Although data are available for calculating the two accession quality indices, the data are somewhat mismatched in that the accession cohort data predate the reference population data. Specifically, we have accession cohort data for FY 2002-2006, but have QMA Estimator data for CY 2007-2008. Properly used, the CQI and DRR data would be matched by year, with a given accession cohort compared to the reference population for that same year (e.g., 2002 accession cohort compared to frequencies in the 2002 W&P data). Nevertheless, we can compare the quality of the 5 previous years' cohorts to the quality of the 2 subsequent years of QMA to demonstrate the viability and utility of the CQI. Because the comparison was not the desired one, however, only the most recent QMA year (2008) was selected. This, in turn, means that the denominator for each CQI or DDI is the same across different cohorts (i.e., the five Air Force cohorts are all compared to a single year of data for the reference population).

- *The results use the entire reference population rather than just the QMA*. The QMA dataset contains probabilities for belonging in different categories (e.g., high quality, overweight). The majority of these categories reflect individuals who likely would be unqualified for military service. By using the various filters in the QMA database, we could generate different reference populations. Use of the TOTAL DISQUALIFICATION filter would leave only those individuals who were certain to clear all military enlistment requirements (i.e., medical, moral, physical). Those in the other categories might not qualify for enlistment, but each Service is free to grant enlistment waivers to some number of applicants with various disqualifying conditions. As of 30 September 2007, the waiver rate for non-prior-service enlisted accessions was 8.8% in the Air Force (Department of Defense, 2007). Figures for the other Services were as follows: 22.0% (Army), 20.1% (Navy), and 49.9% (Marine Corps). The Department-wide waiver rate was 25.3%. Comparing waiver rates across Services must be done cautiously, because each Service possesses different standards for when waivers are granted. For example, the higher waiver rate for the Marine Corps is due in part to its "one-time marijuana usage" policy—a policy that greatly inflates its conduct waiver numbers relative to the other Services. Even so, the waiver rates listed previously indicate that it is likely more realistic to use the TOTAL DISQUALIFICATION filter for the Air Force than the other Services. Nevertheless, we elected not to filter the data for our calculations. Should the Air Force choose to use one or more of the QMA filters when calculating its own CQI results, bear in mind that use of the filters likely will decrease the magnitude of the indices over those calculated on the unfiltered reference population.

CQI Results

As shown in Table 1, we calculated forty sets of CQIs across all five accession cohorts for which we had data (FY02 – FY06). The results from all of these analyses appear in the Appendix to this report. For this results section, we will focus on three sets of CQI results: Air-Force-wide results for seven key subgroups; and high-quality accessions by two subgroups (squadron and race/ethnicity).

Air Force. Table 2 presents CQI results for the high quality accessions across the entire force. Results are provided for the seven primary CQI groups identified in Table 1 and graphically portrayed in Figure 1. The table shows that the proportion of high-quality accessions in the Air Force has been approximately 75% higher than the proportion available in the 2008 reference population. The other CQI values indicate that the proportion of Air Force accessions with convictions is approximately 60% of the proportion of such individuals in the reference population. The CQI has dropped a bit from a high of 0.71 in 2002 (again, relative to the 2008 reference population). The accession cohorts contain very few individuals with medical/physical concerns, especially with regard to overweight status.

Regarding the three demographic groups of interest, the CQIs in Table 2 show that the proportional representation of African Americans in the enlisted force is nearly identical to its representation in the 2008 reference population. The CQIs also show that the representation of Hispanics has increased from FY02 to FY06, such that proportional representation has increased from 60% of that in the 2008 reference population to where it now is just slightly higher than the proportion observed in the reference population. Female representation has remained relatively constant across the years, averaging about 60% of the proportion observed in the 2008 reference population.

Table 2. CQI Values for the Entire Air Force by Key Subgroups

CQI Group	Accession Cohort				
	2002	**2003**	**2004**	**2005**	**2006**
High Quality	1.64	1.79	1.89	1.78	1.64
Conviction	0.71	0.64	0.60	0.47	0.59
Medical/Physical	0.04	0.07	0.09	0.08	0.07
Overweight	0.0108	0.0158	0.0177	0.0140	0.0079
Black	1.15	1.04	0.97	0.96	0.98
Hispanic	0.64	0.71	0.88	0.99	1.03
Female	0.61	0.1	0.57	0.58	0.62

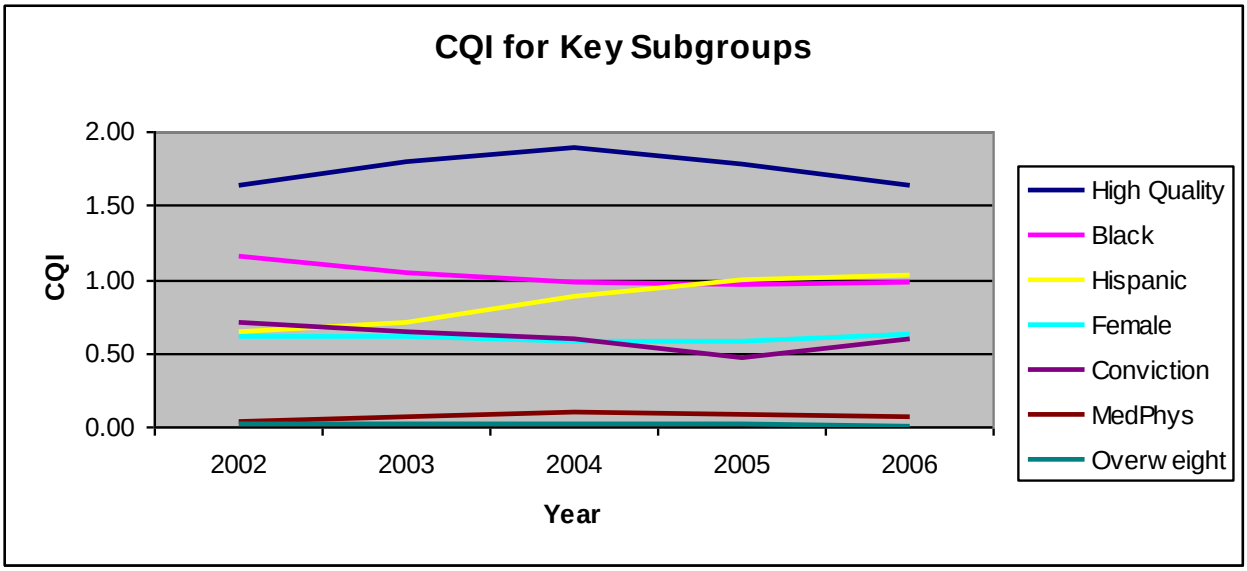

Figure 1. Plot of CQI values for key subgroups in the U.S. Air Force.

High-Quality Accessions by Squadron. Tables 3 and 4 present CQI results for the 27 Air Force squadrons. The results in the tables are the same, but Table 3 is sorted by squadron identifier, whereas Table 4 is sorted by mean CQI calculated across the 5 years. The CQI values are graphically presented in Figure 2. All CQI values indicate higher proportional representation of high-quality accessions in the Air Force than in the 2008 reference population, with values ranging from 1.32 (43rd Squadron in 2006) to 2.36 (41st Squadron in 2004). The 41st Squadron had the highest mean CQI value (2.21), while the 19th Squadron had the lowest (1.49).

Table 3. CQI Values Across Air Force Squadrons (Sorted by Squadron Identifier)

	Accession Cohort				
Squadron	**2002**	**2003**	**2004**	**2005**	**2006**
S-11	1.49	1.66	1.75	1.59	1.53
S-13	1.61	1.70	1.74	1.78	1.60
S-14	1.76	1.98	2.08	1.87	1.69
S-17	1.60	1.77	1.90	1.80	1.56
S-18	1.57	1.77	1.87	1.72	1.58
S-19	1.45	1.51	1.62	1.50	1.38
S-30	1.56	1.76	1.91	1.75	1.73
S-31	1.78	1.94	2.03	2.00	1.81

S-32	1.88	2.10	2.15	2.00	1.87
S-33	1.91	1.99	2.22	1.85	1.87
S-36	1.56	1.89	1.97	1.87	1.75
S-37	1.65	1.93	1.97	2.07	1.70
S-38	1.65	1.79	1.81	1.65	1.55
S-39	1.47	1.73	1.75	1.67	1.52
S-41	2.16	2.24	2.36	2.26	2.02
S-42	1.44	1.57	1.64	1.55	1.51
S-43	1.50	1.51	1.68	1.52	1.32
S-44	1.89	1.94	2.04	2.01	1.73
S-45	1.55	1.77	1.81	1.78	1.61
S-47	1.57	1.74	1.80	1.76	1.62
S-49	1.51	1.70	1.67	1.59	1.59
S-61	1.48	1.65	1.74	1.58	1.49
S-62	1.66	1.73	1.85	1.77	1.56
S-64	1.47	1.66	1.81	1.68	1.65
S-67	1.54	1.67	1.81	1.68	1.48
S-68	1.60	1.65	1.79	1.65	1.61
S-69	2.01	2.10	2.32	2.22	1.85

Table 4. CQI Values Across Air Force Squadrons (Sorted by Squadron Identifier)

	Accession Cohort					
Squadron	**2002**	**2003**	**2004**	**2005**	**2006**	**Mean CQI**
S-41	2.16	2.24	2.36	2.26	2.02	2.21
S-69	2.01	2.10	2.32	2.22	1.85	2.10
S-32	1.88	2.10	2.15	2.00	1.87	2.00
S-33	1.91	1.99	2.22	1.85	1.87	1.97
S-44	1.89	1.94	2.04	2.01	1.73	1.92

S-31	1.78	1.94	2.03	2.00	1.81	1.91
S-14	1.76	1.98	2.08	1.87	1.69	1.88
S-37	1.65	1.93	1.97	2.07	1.70	1.86
S-36	1.56	1.89	1.97	1.87	1.75	1.81
S-30	1.56	1.76	1.91	1.75	1.73	1.74
S-17	1.60	1.77	1.90	1.80	1.56	1.73
S-62	1.66	1.73	1.85	1.77	1.56	1.71
S-45	1.55	1.77	1.81	1.78	1.61	1.70
S-18	1.57	1.77	1.87	1.72	1.58	1.70
S-47	1.57	1.74	1.80	1.76	1.62	1.70
S-38	1.65	1.79	1.81	1.65	1.55	1.69
S-13	1.61	1.70	1.74	1.78	1.60	1.69
S-68	1.60	1.65	1.79	1.65	1.61	1.66
S-64	1.47	1.66	1.81	1.68	1.65	1.65
S-67	1.54	1.67	1.81	1.68	1.48	1.64
S-39	1.47	1.73	1.75	1.67	1.52	1.63
S-49	1.51	1.70	1.67	1.59	1.59	1.61
S-11	1.49	1.66	1.75	1.59	1.53	1.60
S-61	1.48	1.65	1.74	1.58	1.49	1.59
S-42	1.44	1.57	1.64	1.55	1.51	1.54
S-43	1.50	1.51	1.68	1.52	1.32	1.51
S-19	1.45	1.51	1.62	1.50	1.38	1.49

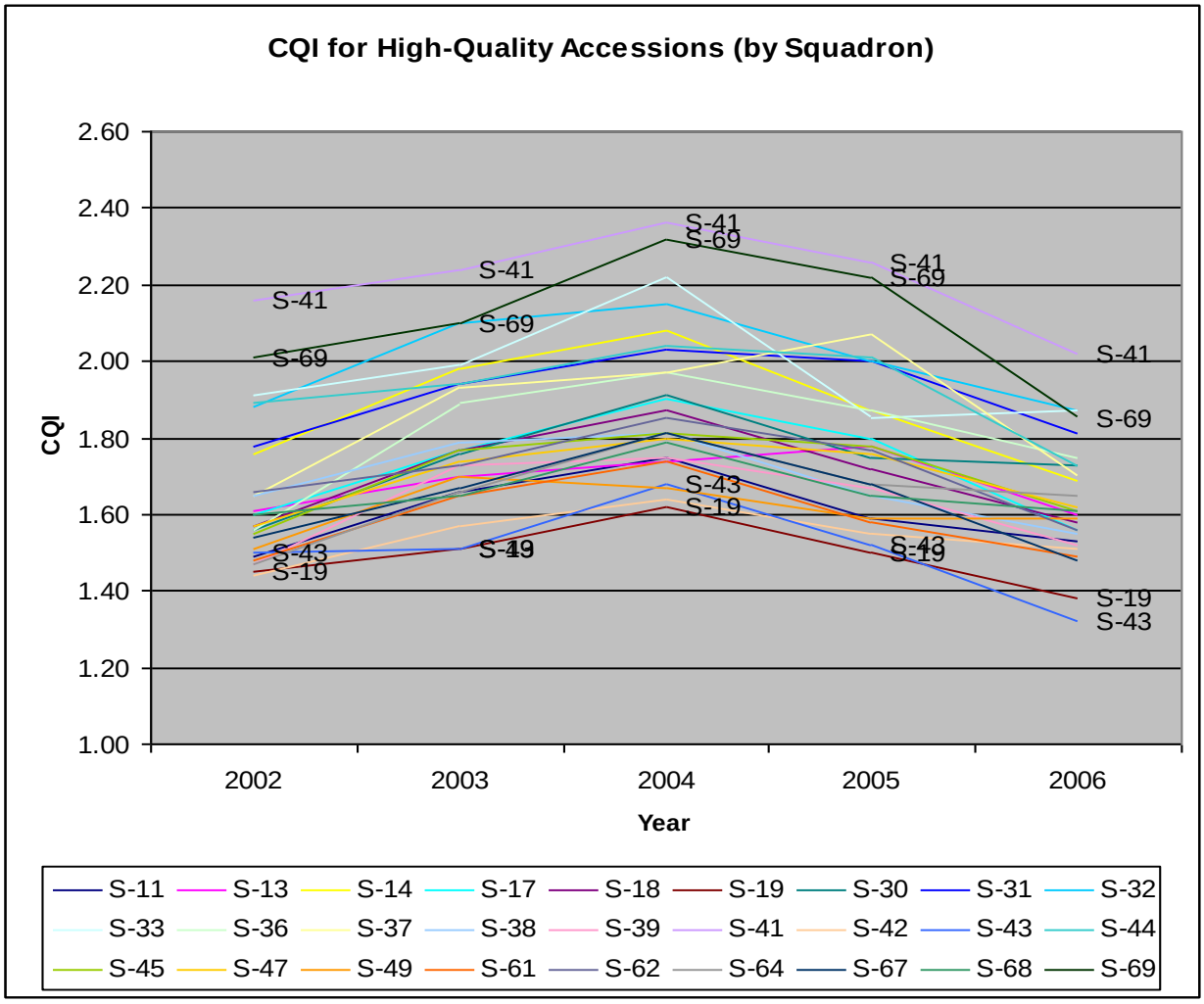

Figure 2. Plot of CQI values for high-quality accessions across 27 Air Force squadrons.

High-Quality Accessions by Race/Ethnicity. Table 5 presents CQI values across racial/ethnic groups. Figure 3 provides a graphic display of the results. All groups show higher proportions of high-quality accessions than those available in the 2008 reference population. CQI values are highest for Hispanics and Native Americans. Results indicate that the Air Force has a much higher proportional representation of high-quality minorities than are available in the 2008 reference population.

Table 5. CQI Values by Race/Ethnicity

	Accession Cohort				
Race	**2002**	**2003**	**2004**	**2005**	**2006**
Asian	1.83	2.12	2.09	1.88	1.79

Black	2.81	3.22	3.61	3.28	2.76
Hispanic	3.83	4.30	4.65	4.26	3.83
Native American	2.76	3.51	3.88	3.74	3.34
White	1.48	1.60	1.68	1.60	1.49

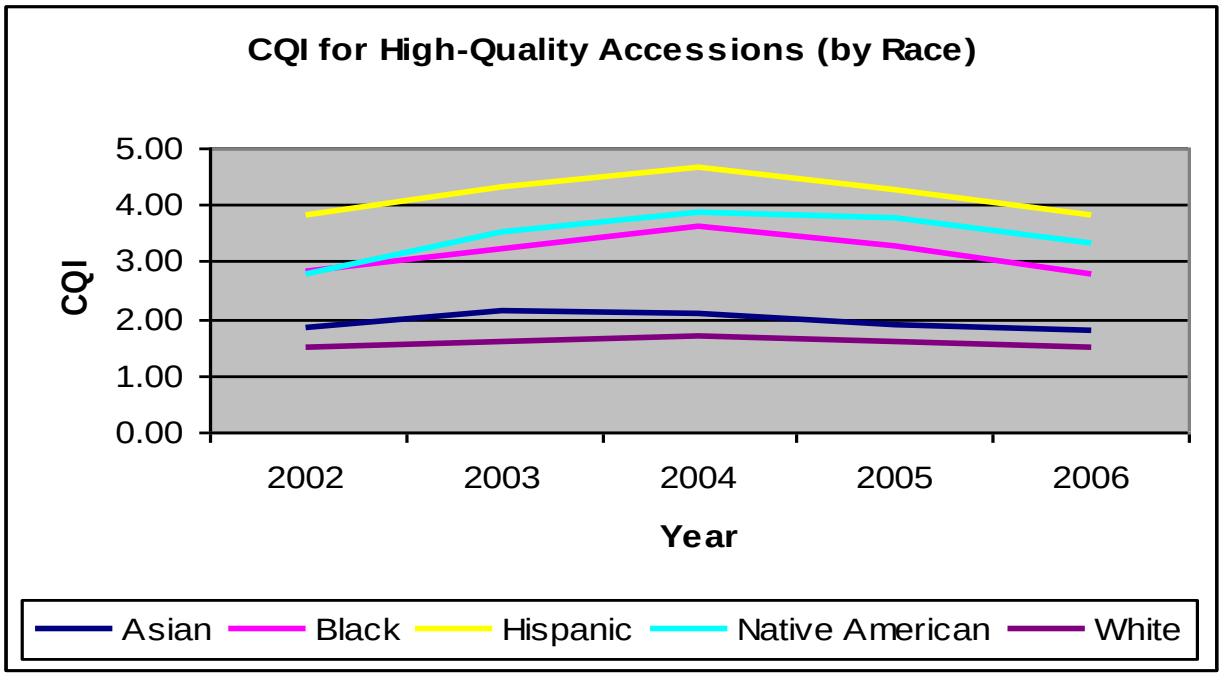

Figure 3. Plot of CQI values for high-quality accessions by race/ethnicity.

DRR Results

We calculated the DRR for three subgroup comparisons: (a) African Americans/Whites, (b) Hispanics/Whites, and (c) Females/Males. The results are presented in Table 6 and in Figure 4.

The DRR values indicate that the accession ratios for African Americans compares favorably to the accession ratio for whites. Hispanic accession ratios have increased markedly since 2002 (as compared to the 2008 reference population) relative to those for whites. Accession ratios for females have remained constant over the years, with ratios being about one-half those for males.

Table 6. DRR Values for Key Subgroup Comparisons

Comparison	Accession Cohort				
	2002	2003	2004	2005	2006
Black/White	1.16	1.05	1.01	1.01	1.03
Hispanic/White	0.65	0.72	0.91	1.04	1.08
Female/Male	0.49	0.49	0.45	0.46	0.49

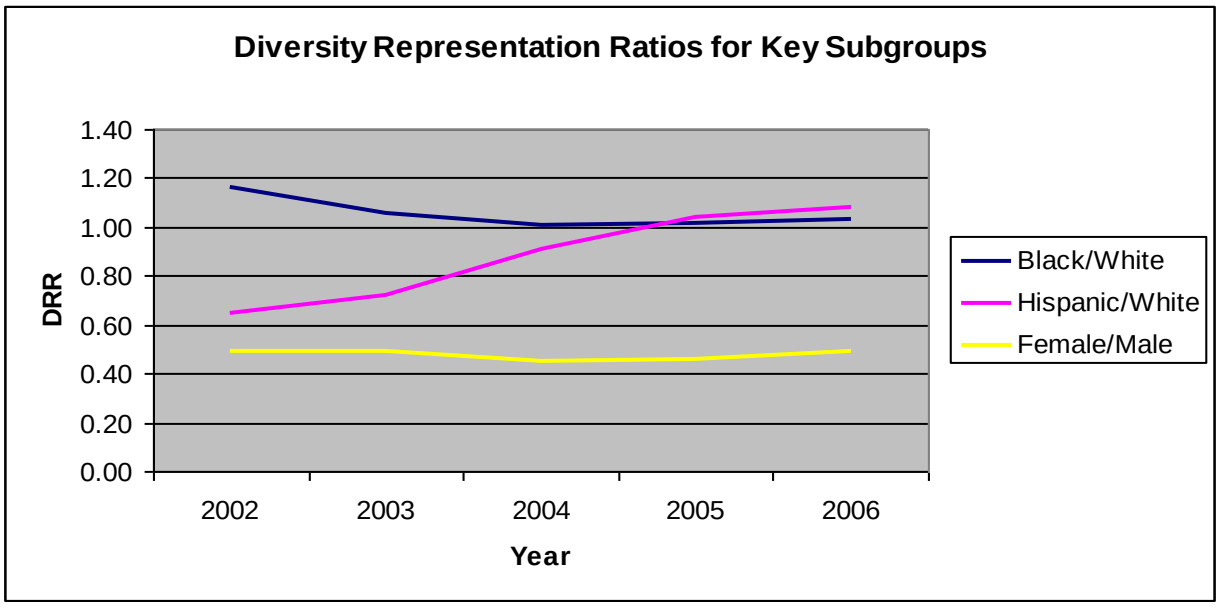

Figure 4. Plot of DRR values for key racial/ethnic subgroups.

Summary

The Air Force easily meets the accession quality benchmarks set by the Department of Defense. To assist them with tracking the quality of their enlisted force, we have developed two accession quality indices—the Cohort Quality Index (CQI) and the Diversity Representation Ratio (DRR). Both are risk ratios, comparing the proportional representation of a given target group in a particular accession cohort to the proportional representation of the target group in a reference population. The CQI provides a metric for tracking force representation across various subgroups of interest, whether they are characteristics of the accessions (e.g., high quality) or the Air Force itself (e.g., squadron). It benefits from current QMA data, which comprise the Woods and Poole dataset that is part of the RMIS. The DRR provides a metric for tracking the degree to which the Air Force is meeting its self-established diversity goals. It is based on a comparison of the accession ratio of a focus group to the accession ratio for a reference group.

Both the CQI and the DRR can be calculated over time, thus allowing assessment of accession quality patterns. Although our results were based on annual values, indices can be calculated at any point in real time, given the requisite accession numbers—they can be calculated quarterly, monthly, weekly, or even daily if needed. Together, they provide the Air Force with a convenient means for evaluating the quality of their accession cohorts.

Post Script

Before closing, we present an index that we decided not to recommend. We labeled this ratio the Market Penetration Index (MPI). It calculates the proportion of available youth in a given group (e.g., high-quality accessions) that the Air Force accessed from the reference population in a given year. Rather than a risk ratio, the MPI is an index of risk, comparing the number of accessions in a particular target group to the number of individuals in the target group in the reference population. Formally,

$$MPI = \frac{\#\text{ accessions in target group}}{\#\text{ reference population individuals in target group}}$$

In short, the MPI provides a look at the proportion of available youth from a particular target group that appear in a given accession cohort.

The primary disadvantage of the MPI is that it is based on raw frequencies. As such, it can be meaningfully calculated and interpreted only within a given year. In particular, changes in accession goals invalidate any cross-year comparisons. Even so, it might well be tempting for some policy makers to make comparisons across several years' worth of MPI values, which would be an inappropriate use of the MPI. Used judiciously, however, the MPI might serve some Air Force purposes quite well.

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Appendix A

Cohort Quality Index Values for Various Groups of Interest

Break 1: Across the Air Force

CQI Group	2002	2003	2004	2005	2006
High Quality	1.64	1.79	1.89	1.78	1.64
Conviction	0.71	0.64	0.60	0.47	0.59
MedPhys	0.04	0.07	0.09	0.08	0.07
Overweight	0.0108	0.0158	0.0177	0.0140	0.0079
Black	1.15	1.04	0.97	0.96	0.98
Hispanic	0.64	0.71	0.88	0.99	1.03
Female	0.61	0.61	0.57	0.58	0.62

Break 2: By Squadron

High Quality

Squadron	2002	2003	2004	2005	2006	Mean CQI
S-11	1.49	1.66	1.75	1.59	1.53	1.60
S-13	1.61	1.70	1.74	1.78	1.60	1.69
S-14	1.76	1.98	2.08	1.87	1.69	1.88
S-17	1.60	1.77	1.90	1.80	1.56	1.73
S-18	1.57	1.77	1.87	1.72	1.58	1.70
S-19	1.45	1.51	1.62	1.50	1.38	1.49
S-30	1.56	1.76	1.91	1.75	1.73	1.74

S-31	1.78	1.94	2.03	2.00	1.81	1.91
S-32	1.88	2.10	2.15	2.00	1.87	2.00
S-33	1.91	1.99	2.22	1.85	1.87	1.97
S-36	1.56	1.89	1.97	1.87	1.75	1.81
S-37	1.65	1.93	1.97	2.07	1.70	1.86
S-38	1.65	1.79	1.81	1.65	1.55	1.69
S-39	1.47	1.73	1.75	1.67	1.52	1.63
S-41	2.16	2.24	2.36	2.26	2.02	2.21
S-42	1.44	1.57	1.64	1.55	1.51	1.54
S-43	1.50	1.51	1.68	1.52	1.32	1.51
S-44	1.89	1.94	2.04	2.01	1.73	1.92
S-45	1.55	1.77	1.81	1.78	1.61	1.70
S-47	1.57	1.74	1.80	1.76	1.62	1.70
S-49	1.51	1.70	1.67	1.59	1.59	1.61
S-61	1.48	1.65	1.74	1.58	1.49	1.59
S-62	1.66	1.73	1.85	1.77	1.56	1.71
S-64	1.47	1.66	1.81	1.68	1.65	1.65
S-67	1.54	1.67	1.81	1.68	1.48	1.64
S-68	1.60	1.65	1.79	1.65	1.61	1.66
S-69	2.01	2.10	2.32	2.22	1.85	2.10

Black

Squadron	2002	2003	2004	2005	2006	Mean CQI
S-11	0.99	0.82	0.75	0.81	0.86	0.85
S-13	0.96	1.10	0.88	1.12	0.61	0.93
S-14	1.16	0.90	0.97	0.87	0.76	0.93
S-17	1.15	1.10	0.96	0.86	1.06	1.03
S-18	1.06	0.98	0.89	0.92	0.87	0.94
S-19	1.34	1.39	0.89	1.06	1.08	1.15

S-30	1.23	1.02	1.15	0.92	0.80	1.02
S-31	0.94	0.87	0.79	0.81	0.87	0.86
S-32	1.46	1.47	1.34	0.87	1.16	1.26
S-33	0.90	0.83	0.70	0.79	0.89	0.82
S-36	1.25	1.06	1.06	1.14	1.15	1.13
S-37	1.26	1.20	1.17	1.11	1.16	1.18
S-38	1.06	1.19	1.22	1.04	0.73	1.05
S-39	0.69	0.53	0.65	0.70	0.61	0.64
S-41	1.26	1.18	1.12	1.20	1.25	1.20
S-42	1.14	3.17	1.13	1.59	1.06	1.62
S-43	1.85	1.90	1.54	1.65	1.61	1.71
S-44	1.25	1.16	1.12	1.05	1.15	1.15
S-45	0.91	0.84	0.76	0.77	0.79	0.81
S-47	1.02	0.89	0.69	0.68	0.71	0.80
S-49	1.27	1.39	1.10	1.50	1.19	1.29
S-61	1.63	1.67	2.29	2.37	1.86	1.96
S-62	1.68	2.23	1.76	1.64	1.67	1.80
S-64	1.42	1.38	1.21	1.39	1.08	1.30
S-67	2.47	2.34	2.45	1.94	2.26	2.29
S-68	1.85	1.62	2.14	2.02	2.15	1.96
S-69	1.70	1.31	1.37	1.39	1.16	1.39

Hispanic

Squadron	2002	2003	2004	2005	2006	Mean CQI
S-11	1.65	2.54	3.36	2.37	5.06	3.00
S-13	1.17	1.09	1.96	2.05	2.07	1.67
S-14	0.67	0.79	0.99	1.21	1.46	1.02
S-17	1.12	2.12	2.57	3.69	3.54	2.61

S-18	0.79	1.42	2.13	1.82	2.17	1.67
S-19	0.79	0.92	1.07	1.34	1.82	1.19
S-30	1.29	1.50	2.65	2.62	3.45	2.30
S-31	2.40	3.19	6.88	4.79	6.44	4.74
S-32	2.93	4.75	5.74	7.70	8.79	5.98
S-33	0.55	0.82	0.96	1.21	1.05	0.92
S-36	1.38	1.54	2.80	4.82	3.74	2.86
S-37	2.47	4.76	5.43	10.20	14.62	7.50
S-38	2.35	2.43	4.51	8.53	9.09	5.38
S-39	1.90	2.61	2.73	4.16	4.17	3.11
S-41	0.69	0.73	0.79	0.82	0.81	0.77

Hispanic (Continued)

Squadron	2002	2003	2004	2005	2006	Mean CQI
S-42	8.48	5.61	16.48	6.56	11.77	9.78
S-43	1.89	2.68	2.37	5.15	5.07	3.43
S-44	0.54	0.46	0.77	0.64	0.76	0.63
S-45	3.55	3.56	12.96	12.71	8.84	8.32
S-47	0.70	0.92	1.11	1.07	1.41	1.04
S-49	1.32	1.19	2.20	3.12	2.81	2.13
S-61	1.49	1.47	1.95	2.56	2.49	1.99
S-62	0.52	0.59	0.73	0.87	0.80	0.70
S-64	0.44	0.49	0.74	0.70	0.92	0.66
S-67	0.91	0.81	0.93	0.99	1.08	0.94
S-68	0.74	0.91	1.01	1.74	1.85	1.25
S-69	0.47	0.55	0.61	0.69	0.68	0.60

Female

Squadron	2002	2003	2004	2005	2006	Mean CQI

S-11	0.53	0.58	0.50	0.57	0.56	0.55
S-13	0.60	0.66	0.59	0.62	0.62	0.62
S-14	0.80	0.69	0.68	0.58	0.69	0.69
S-17	0.66	0.63	0.62	0.61	0.67	0.64
S-18	0.65	0.59	0.57	0.59	0.55	0.59
S-19	0.58	0.60	0.65	0.64	0.60	0.61
S-30	0.60	0.57	0.51	0.54	0.51	0.55
S-31	0.65	0.63	0.59	0.59	0.63	0.62
S-32	0.52	0.53	0.50	0.46	0.58	0.52
S-33	0.59	0.65	0.58	0.52	0.64	0.60
S-36	0.59	0.59	0.57	0.62	0.61	0.60
S-37	0.70	0.67	0.56	0.61	0.63	0.63
S-38	0.56	0.55	0.50	0.57	0.56	0.55
S-39	0.58	0.58	0.63	0.60	0.53	0.58
S-41	0.57	0.64	0.56	0.51	0.62	0.58
S-42	0.59	0.73	0.62	0.66	0.68	0.66
S-43	0.53	0.58	0.59	0.62	0.61	0.59
S-44	0.62	0.57	0.53	0.54	0.63	0.58
S-45	0.56	0.59	0.51	0.46	0.60	0.54
S-47	0.67	0.59	0.61	0.55	0.59	0.60
S-49	0.53	0.57	0.57	0.64	0.55	0.57
S-61	0.61	0.59	0.49	0.59	0.65	0.59
S-62	0.60	0.59	0.58	0.56	0.61	0.59
S-64	0.66	0.65	0.58	0.69	0.57	0.63
S-67	0.65	0.60	0.60	0.57	0.66	0.62
S-68	0.55	0.57	0.54	0.55	0.67	0.58
S-69	0.63	0.59	0.64	0.66	0.67	0.64

Conviction

Squadron	2002	2003	2004	2005	2006	Mean CQI
S-11	0.48	0.44	0.49	0.49	0.51	0.48
S-13	0.63	0.48	0.55	0.43	0.42	0.50
S-14	0.52	0.27	0.27	0.27	0.40	0.35
S-17	0.58	0.60	0.55	0.34	0.27	0.47
S-18	0.50	0.54	0.44	0.70	0.58	0.55
S-19	0.63	0.38	0.33	0.40	0.47	0.44
S-30	0.39	0.47	0.34	0.14	0.33	0.33
S-31	0.53	0.50	0.52	0.30	0.37	0.44
S-32	0.58	0.53	0.43	0.23	0.33	0.42
S-33	0.72	0.58	0.61	0.38	0.74	0.61
S-36	0.97	0.95	0.93	0.52	0.47	0.77
S-37	0.78	0.60	0.39	0.24	0.30	0.46
S-38	0.62	0.54	0.53	0.41	0.49	0.52
S-39	0.94	0.78	0.46	0.56	0.56	0.66
S-41	0.92	0.86	0.81	0.61	0.70	0.78
S-42	0.47	0.61	0.54	0.53	0.83	0.60
S-43	0.95	0.88	0.82	0.68	1.05	0.88
S-44	0.84	0.94	0.79	0.57	0.94	0.82
S-45	0.49	0.43	0.50	0.37	0.42	0.44
S-47	0.78	0.55	0.80	0.69	0.90	0.74
S-49	0.74	0.57	0.73	0.45	0.62	0.62
S-61	0.46	0.37	0.49	0.36	0.68	0.47
S-62	0.80	0.76	0.63	0.65	0.72	0.71
S-64	0.85	0.78	0.55	0.29	0.50	0.59
S-67	1.02	1.01	0.97	0.89	0.92	0.96
S-68	0.81	0.74	0.58	0.53	0.59	0.65
S-69	1.06	0.62	0.69	0.60	0.70	0.73

Medical/Physical

Squadron	2002	2003	2004	2005	2006	Mean CQI
S-11	0.06	0.09	0.14	0.10	0.10	0.10
S-13	0.06	0.11	0.13	0.09	0.07	0.09
S-14	0.02	0.07	0.06	0.06	0.06	0.05
S-17	0.03	0.05	0.08	0.06	0.04	0.05
S-18	0.05	0.07	0.08	0.07	0.06	0.07
S-19	0.04	0.05	0.08	0.09	0.07	0.07
S-30	0.04	0.09	0.10	0.08	0.08	0.08
S-31	0.07	0.05	0.07	0.07	0.03	0.06
S-32	0.06	0.08	0.09	0.05	0.07	0.07
S-33	0.04	0.09	0.12	0.11	0.09	0.09
S-36	0.04	0.08	0.08	0.07	0.06	0.07
S-37	0.08	0.08	0.12	0.05	0.05	0.08
S-38	0.08	0.14	0.13	0.13	0.08	0.11
S-39	0.07	0.11	0.14	0.17	0.16	0.13
S-41	0.04	0.09	0.09	0.10	0.07	0.08

Medical/Physical (Continued)

Squadron	2002	2003	2004	2005	2006	Mean CQI
S-42	0.06	0.11	0.18	0.13	0.14	0.12
S-43	0.03	0.03	0.06	0.08	0.06	0.05
S-44	0.03	0.05	0.08	0.06	0.06	0.06
S-45	0.03	0.09	0.10	0.08	0.07	0.07
S-47	0.03	0.05	0.08	0.06	0.05	0.05
S-49	0.02	0.04	0.08	0.06	0.07	0.05
S-61	0.02	0.07	0.10	0.11	0.09	0.08
S-62	0.05	0.08	0.07	0.07	0.06	0.07
S-64	0.04	0.05	0.07	0.05	0.05	0.05
S-67	0.04	0.07	0.10	0.06	0.06	0.07
S-68	0.04	0.05	0.09	0.11	0.08	0.07
S-69	0.04	0.03	0.04	0.02	0.02	0.03

Overweight

Squadron	2002	2003	2004	2005	2006	Mean CQI
S-11	0.0038	0.0385	0.0611	0.0194	0.0077	0.03
S-13	0.0247	0.0239	0.0354	0.0000	0.0043	0.02
S-14	0.0046	0.0514	0.0449	0.0314	0.0098	0.03
S-17	0.0143	0.0139	0.0194	0.0097	0.0121	0.01
S-18	0.0125	0.0033	0.0169	0.0000	0.0073	0.01
S-19	0.0201	0.0040	0.0204	0.0064	0.0041	0.01
S-30	0.0051	0.0125	0.0105	0.0198	0.0044	0.01
S-31	0.0047	0.0069	0.0041	0.0073	0.0000	0.00
S-32	0.0119	0.0331	0.0426	0.0386	0.0257	0.03
S-33	0.0027	0.0076	0.0079	0.0043	0.0028	0.01

S-36	0.0062	0.0029	0.0000	0.0242	0.0029	0.01
S-37	0.0263	0.0033	0.0248	0.0110	0.0000	0.01
S-38	0.0048	0.0119	0.0082	0.0000	0.0083	0.01
S-39	0.0052	0.0090	0.0085	0.1293	0.0827	0.05
S-41	0.0047	0.0068	0.0066	0.0000	0.0000	0.00
S-42	0.0000	0.0058	0.0000	0.0000	0.0000	0.00
S-43	0.0130	0.0152	0.0334	0.0123	0.0151	0.02
S-44	0.0145	0.0257	0.0146	0.0045	0.0027	0.01
S-45	0.0084	0.0201	0.0224	0.0042	0.0053	0.01
S-47	0.0000	0.0123	0.0038	0.0000	0.0000	0.00
S-49	0.0079	0.0036	0.0244	0.0310	0.0035	0.01
S-61	0.0076	0.0348	0.0088	0.0099	0.0127	0.01
S-62	0.0123	0.0083	0.0027	0.0047	0.0000	0.01
S-64	0.0140	0.0052	0.0025	0.0046	0.0000	0.01
S-67	0.0162	0.0465	0.0425	0.0377	0.0091	0.03
S-68	0.0266	0.0200	0.0325	0.0000	0.0076	0.02
S-69	0.0244	0.0091	0.0115	0.0051	0.0101	0.01

Break 3: By Race

High Quality

Race	2002	2003	2004	2005	2006
Asian	1.83	2.12	2.09	1.88	1.79
Black	2.81	3.22	3.61	3.28	2.76
Hispanic	3.83	4.30	4.65	4.26	3.83
Native American	2.76	3.51	3.88	3.74	3.34
White	1.48	1.60	1.68	1.60	1.49

Female

Race	2002	2003	2004	2005	2006
Asian	0.81	0.65	0.76	0.76	0.79
Black	0.74	0.67	0.65	0.68	0.72
Hispanic	0.66	0.67	0.65	0.61	0.68
Native American	0.69	0.69	0.62	0.64	0.73
White	0.56	0.58	0.53	0.54	0.57

Conviction

Race	2002	2003	2004	2005	2006
Asian	1.30	1.16	0.78	0.62	0.87
Black	0.71	0.61	0.54	0.42	0.51
Hispanic	0.77	0.62	0.67	0.60	0.71
Native American	0.63	0.44	0.52	0.26	0.53
White	0.70	0.64	0.60	0.47	0.59

Medical/Physical

Race	2002	2003	2004	2005	2006
Asian	0.05	0.06	0.08	0.07	0.07
Black	0.04	0.06	0.07	0.06	0.04
Hispanic	0.04	0.06	0.07	0.07	0.05
Native American	0.02	0.07	0.09	0.07	0.08
White	0.05	0.08	0.10	0.09	0.08

Overweight

Race	2002	2003	2004	2005	2006
Asian	0.0230	0.0155	0.0112	0.0187	0.0080
Black	0.0071	0.0135	0.0212	0.0179	0.0031
Hispanic	0.0106	0.0259	0.0170	0.0035	0.0072
Native American	0.0000	0.0216	0.0442	0.0000	0.0267
White	0.0116	0.0153	0.0170	0.0154	0.0089

Break 4: By Sex

High Quality

Sex	2002	2003	2004	2005	2006
Female	1.46	1.59	1.72	1.64	1.40
Male	1.65	1.81	1.90	1.78	1.67

Black

Sex	2002	2003	2004	2005	2006
Female	1.38	1.15	1.11	1.13	1.15
Male	1.12	1.06	0.98	0.96	0.96

Hispanic

Sex	2002	2003	2004	2005	2006
Female	0.70	0.79	1.00	1.04	1.13
Male	0.64	0.70	0.86	1.00	1.01

Conviction

Sex	2002	2003	2004	2005	2006
Female	0.73	0.73	0.67	0.52	0.70
Male	0.63	0.55	0.51	0.41	0.51

Medical/ Physical

Sex	2002	2003	2004	2005	2006
Female	0.04	0.06	0.08	0.07	0.05
Male	0.04	0.08	0.10	0.08	0.08

Overweight

Sex	2002	2003	2004	2005	2006
Female	0.0125	0.0206	0.0211	0.0108	0.0079
Male	0.0102	0.0142	0.0167	0.0149	0.0079

Break 5: By Squadron and Race

High Quality

Squadron	Race	2002	2003	2004	2005	2006
S-11	A	2.33	3.50	2.10	2.50	1.17
S-11	B	2.88	3.36	3.24	1.74	2.14
S-11	H	3.00	3.00	4.51	1.80	3.00
S-11	N	3.59	6.28	4.08	3.14	3.14
S-11	W	1.43	1.57	1.66	1.55	1.51
S-13	A	1.74	2.48	2.23	1.16	2.21
S-13	B	1.92	3.82	3.53	3.21	2.88
S-13	H	3.88	3.02	4.42	4.30	3.97
S-13	N	2.87	2.63	3.33	4.24	3.24
S-13	W	1.58	1.66	1.68	1.74	1.53
S-14	A	2.11	2.14	2.61	2.22	2.11
S-14	B	3.61	3.72	4.01	3.20	2.72
S-14	H	2.70	3.32	3.69	3.16	2.98
S-14	N	3.09	3.98	5.24	4.84	2.21
S-14	W	1.26	1.45	1.52	1.49	1.36
S-17	A	1.62	1.90	1.57	1.29	1.48
S-17	B	2.54	2.84	3.37	3.05	2.41
S-17	H	2.48	2.36	3.29	3.81	3.65
S-17	N	1.66	3.05	3.33	2.17	2.07
S-17	W	1.52	1.65	1.69	1.65	1.45
S-18	A	2.02	3.76	2.32	2.63	2.19
S-18	B	2.96	4.30	3.95	2.99	2.61
S-18	H	1.88	6.25	5.06	4.50	3.26
S-18	N	1.94	2.91	3.18	3.71	2.28

S-18	W	1.52	1.62	1.77	1.64	1.54
S-19	A	2.01	2.29	2.83	2.60	2.01
S-19	B	3.80	4.27	4.68	1.52	3.04
S-19	H	2.23	2.84	4.02	3.35	3.53
S-19	N	4.14	4.14	1.97	2.51	2.59
S-19	W	1.40	1.45	1.55	1.50	1.35
S-30	A	0.80	2.99	2.61	1.63	2.39
S-30	B	3.25	3.76	3.83	2.92	2.21
S-30	H	2.74	5.76	5.02	5.23	3.05
S-30	N	1.14	3.60	3.32	2.37	3.63
S-30	W	1.55	1.69	1.87	1.73	1.71
S-31	A	2.55	2.77	1.81	1.85	1.97
S-31	B	2.74	2.83	3.34	3.00	2.65
S-31	H	3.65	3.07	3.97	2.43	4.03
S-31	N	3.22	4.58	4.76	3.91	5.46
S-31	W	1.59	1.72	1.74	1.80	1.59
S-32	A	2.11	4.22	2.11	3.38	2.44
S-32	B	2.72	2.88	3.71	3.28	2.81
S-32	H	7.40	5.92	4.36	3.65	3.65
S-32	N	4.49	5.81	8.23	3.74	5.98

High Quality
(Continued)

Squadron	Race	2002	2003	2004	2005	2006
S-32	W	1.90	2.12	2.14	1.98	1.86
S-33	A	1.95	2.64	1.80	1.95	1.77
S-33	B	3.64	3.53	4.75	4.59	3.52
S-33	H	3.04	3.43	3.87	2.89	3.37
S-33	N	1.94	3.15	2.62	4.19	3.15
S-33	W	1.56	1.61	1.78	1.51	1.55
S-36	A	1.94	1.77	2.01	3.40	2.67
S-36	B	2.35	2.59	3.45	3.19	2.93
S-36	H	2.35	4.55	3.85	4.52	3.52
S-36	N	2.81	2.25	3.28	3.28	2.81
S-36	W	1.57	1.83	1.80	1.72	1.66
S-37	A	1.50	1.87	1.87	1.72	1.41
S-37	B	2.69	3.31	3.99	3.95	2.59
S-37	H	3.99	1.84	4.98	5.16	4.18
S-37	N	5.71	4.17	6.86	4.59	6.35
S-37	W	1.62	1.89	1.77	1.92	1.66
S-38	A	1.76	2.18	2.34	2.34	1.40
S-38	B	2.78	3.49	3.53	2.48	3.47
S-38	H	1.88	7.50	4.17	5.46	3.75
S-38	N	3.60	2.86	3.23	4.00	2.40
S-38	W	1.62	1.75	1.77	1.61	1.48
S-39	A	1.37	2.19	2.56	2.74	3.04
S-39	B	2.63	3.60	2.98	2.65	2.49
S-39	H	4.64	7.03	6.89	5.01	5.06
S-39	N	0.00	3.54	3.13	3.76	2.09
S-39	W	1.37	1.55	1.61	1.56	1.41
S-41	A	1.97	2.16	1.87	1.77	1.85

S-41	B	2.85	3.08	3.74	3.91	3.23
S-41	H	4.81	4.88	4.78	4.49	4.20
S-41	N	2.64	3.81	5.94	4.87	3.96
S-41	W	1.57	1.64	1.74	1.69	1.50
S-42	A	2.30	2.11	2.11	1.92	1.90
S-42	B	2.82	4.70	5.99	3.14	4.70
S-42	H	2.42	0.00	3.91	4.84	4.84
S-42	N	2.14	4.28	3.82	3.57	2.14
S-42	W	1.44	1.57	1.63	1.56	1.51
S-43	A	2.03	3.78	2.40	3.02	2.16
S-43	B	1.74	3.39	3.58	2.76	1.74
S-43	H	2.64	4.08	4.06	4.46	2.14
S-43	N	3.20	1.98	2.43	2.55	3.33
S-43	W	1.52	1.52	1.69	1.52	1.35
S-44	A	1.85	1.55	1.71	1.45	1.95
S-44	B	3.14	3.69	4.03	3.27	2.94
S-44	H	5.78	6.27	6.78	6.25	5.53
S-44	N	2.01	3.24	3.24	3.90	3.50
S-44	W	1.67	1.67	1.76	1.75	1.51
S-45	A	0.95	2.71	2.14	0.95	2.32

High Quality (Continued)

Squadron	Race	2002	2003	2004	2005	2006
S-45	B	2.24	3.06	2.56	3.49	2.25
S-45	H	1.58	3.50	3.25	2.99	0.90
S-45	N	2.10	4.31	6.07	5.06	2.73
S-45	W	1.47	1.58	1.64	1.57	1.49
S-47	A	1.74	2.06	2.53	1.24	1.90
S-47	B	2.53	3.56	3.89	3.38	3.46
S-47	H	5.52	5.19	4.82	5.52	4.02
S-47	N	1.71	4.10	3.06	3.14	3.38
S-47	W	1.41	1.49	1.53	1.53	1.41
S-49	A	2.63	3.20	1.78	2.13	1.78
S-49	B	2.37	2.92	2.81	2.45	3.11
S-49	H	6.22	6.22	5.39	6.41	4.97
S-49	N	3.46	4.52	3.27	4.60	4.05
S-49	W	1.47	1.64	1.65	1.55	1.54
S-61	A	1.54	1.97	2.40	2.00	1.61
S-61	B	3.16	3.43	3.23	3.41	2.92
S-61	H	2.84	4.22	5.32	5.08	4.27
S-61	N	2.59	3.24	4.10	4.04	2.95
S-61	W	1.50	1.63	1.71	1.55	1.51
S-62	A	1.92	2.47	1.81	2.06	1.70
S-62	B	3.52	3.28	4.11	3.13	2.33
S-62	H	3.64	3.87	4.41	4.28	3.46
S-62	N	3.72	3.63	2.97	4.49	2.70
S-62	W	1.29	1.38	1.49	1.41	1.33
S-64	A	1.44	1.77	1.88	1.87	1.75
S-64	B	2.63	2.81	2.99	2.95	2.62
S-64	H	3.40	4.43	4.55	4.68	4.01

S-64	N	2.70	3.11	3.22	3.57	3.31
S-64	W	1.22	1.35	1.52	1.37	1.40
S-67	A	1.87	1.37	2.29	2.48	1.61
S-67	B	2.72	2.71	2.85	3.37	2.80
S-67	H	3.29	3.63	3.70	3.19	2.76
S-67	N	1.33	3.33	2.96	3.74	1.94
S-67	W	1.31	1.40	1.58	1.45	1.36
S-68	A	2.42	2.43	2.77	1.98	1.96
S-68	B	3.82	4.31	5.89	5.94	4.13
S-68	H	3.92	4.30	5.29	4.00	4.51
S-68	N	1.77	2.42	3.88	3.25	3.01
S-68	W	1.56	1.62	1.71	1.63	1.60
S-69	A	1.96	1.89	2.26	1.75	1.56
S-69	B	3.51	3.29	3.52	4.38	3.57
S-69	H	4.09	5.11	5.77	4.85	4.43
S-69	N	3.60	2.93	3.43	3.63	2.82
S-69	W	1.29	1.36	1.46	1.56	1.23

Female

Squadron	Race	2002	2003	2004	2005	2006
S-11	A	0.00	0.00	1.23	0.00	1.03
S-11	B	0.63	0.74	0.41	0.71	0.57
S-11	H	0.73	0.97	1.46	0.87	1.94
S-11	N	0.57	0.79	1.19	0.66	1.41
S-11	W	0.51	0.56	0.50	0.56	0.54
S-13	A	2.59	0.00	2.96	3.46	3.77
S-13	B	0.65	0.65	0.71	0.90	0.74
S-13	H	0.31	0.54	0.60	0.62	0.76
S-13	N	0.90	1.05	0.93	0.79	1.26
S-13	W	0.60	0.66	0.57	0.58	0.58
S-14	A	0.89	0.39	0.74	0.84	0.89
S-14	B	0.80	0.69	0.62	0.55	0.75
S-14	H	0.65	0.64	0.64	0.48	0.66
S-14	N	0.76	0.74	0.72	0.73	0.63
S-14	W	0.81	0.72	0.71	0.59	0.65
S-17	A	0.84	0.67	1.01	0.73	0.60
S-17	B	0.69	0.68	0.64	0.65	0.74
S-17	H	0.90	1.23	0.70	0.77	1.00
S-17	N	0.46	0.81	0.80	1.03	1.01
S-17	W	0.62	0.56	0.57	0.57	0.60
S-18	A	0.99	0.37	0.60	0.77	1.10
S-18	B	0.85	0.49	0.65	0.63	0.76
S-18	H	0.46	0.62	0.70	1.39	1.03
S-18	N	0.62	1.40	0.51	0.77	0.85
S-18	W	0.60	0.59	0.55	0.54	0.48
S-19	A	1.64	0.53	1.32	1.10	0.94
S-19	B	0.65	0.50	0.96	0.42	0.78

S-19	H	0.52	0.57	0.68	0.77	0.76
S-19	N	0.77	1.03	0.28	0.70	0.48
S-19	W	0.56	0.60	0.63	0.64	0.56
S-30	A	3.17	1.36	1.11	2.22	0.00
S-30	B	0.93	0.96	0.65	0.42	1.11
S-30	H	0.45	0.95	0.60	0.86	1.30
S-30	N	1.38	0.18	0.58	0.58	0.31
S-30	W	0.53	0.53	0.49	0.53	0.46
S-31	A	0.89	0.00	1.17	0.80	1.41
S-31	B	0.73	0.72	0.68	0.66	0.74
S-31	H	1.06	1.04	0.75	0.83	0.91
S-31	N	0.60	0.72	0.52	0.48	0.33
S-31	W	0.59	0.57	0.53	0.55	0.54
S-32	A	0.85	0.85	0.73	1.36	0.90
S-32	B	0.54	0.90	0.57	0.40	0.68
S-32	H	1.16	0.99	1.70	1.42	0.89
S-32	N	1.65	2.33	1.65	0.82	1.65
S-32	W	0.51	0.46	0.48	0.46	0.56
S-33	A	0.89	1.34	0.96	0.87	1.23
S-33	B	0.76	0.57	0.77	0.62	0.75

Female (Continued)

Squadron	Race	2002	2003	2004	2005	2006
S-33	H	0.49	0.74	0.56	0.39	0.67
S-33	N	1.59	0.71	0.79	1.90	0.95
S-33	W	0.55	0.64	0.55	0.53	0.57
S-36	A	0.56	0.82	0.55	0.37	1.03
S-36	B	0.69	0.68	0.66	0.69	0.64
S-36	H	0.64	0.54	0.54	0.72	0.78
S-36	N	0.64	0.51	0.54	0.64	0.57
S-36	W	0.48	0.51	0.49	0.53	0.53
S-37	A	0.52	0.37	0.78	0.87	0.54
S-37	B	0.78	0.68	0.54	0.67	0.66
S-37	H	1.10	1.52	0.82	0.97	0.78
S-37	N	0.70	1.17	0.84	1.00	0.91
S-37	W	0.62	0.63	0.54	0.53	0.60
S-38	A	0.87	0.00	1.62	2.42	1.62
S-38	B	0.80	0.61	0.62	0.90	0.52
S-38	H	1.35	3.23	1.80	2.45	0.60
S-38	N	1.81	1.29	0.70	1.51	0.00
S-38	W	0.53	0.53	0.48	0.50	0.57
S-39	A	1.22	1.31	0.65	0.82	0.00
S-39	B	0.76	0.43	0.68	0.71	0.63
S-39	H	0.57	1.26	0.65	1.37	0.73
S-39	N	1.13	1.78	0.00	1.82	1.13
S-39	W	0.55	0.58	0.63	0.56	0.52
S-41	A	1.40	1.88	1.68	1.08	1.35
S-41	B	0.83	0.66	0.70	0.62	0.66
S-41	H	0.61	0.65	0.65	0.55	0.67
S-41	N	1.01	1.12	0.65	0.47	1.08

S-41	W	0.46	0.61	0.46	0.44	0.58
S-42	A	0.60	1.64	2.19	1.20	1.64
S-42	B	0.82	0.51	0.19	0.68	0.61
S-42	H	2.03	1.02	1.25	0.00	1.36
S-42	N	0.47	1.41	0.79	1.41	1.69
S-42	W	0.58	0.73	0.62	0.66	0.67
S-43	A	0.90	0.00	0.53	2.34	1.12
S-43	B	0.51	0.59	0.98	1.01	0.76
S-43	H	1.01	0.63	0.87	1.18	0.82
S-43	N	0.82	0.86	0.77	0.61	0.76
S-43	W	0.52	0.56	0.56	0.57	0.58
S-44	A	1.17	0.97	0.66	0.91	0.53
S-44	B	0.93	0.56	0.70	0.71	0.86
S-44	H	0.80	0.85	0.63	0.62	0.90
S-44	N	0.83	0.98	0.60	0.36	0.81
S-44	W	0.50	0.52	0.47	0.50	0.53
S-45	A	1.00	1.62	1.00	0.50	2.03
S-45	B	0.70	0.70	0.63	0.56	0.72
S-45	H	1.06	0.71	0.71	0.45	1.01
S-45	N	3.66	1.67	4.23	5.29	3.17

Female (Continued)

Squadron	Race	2002	2003	2004	2005	2006
S-45	W	0.51	0.56	0.46	0.43	0.56
S-47	A	0.67	1.32	0.51	1.12	0.34
S-47	B	0.70	0.57	0.75	0.73	0.67
S-47	H	0.79	0.72	0.78	0.56	0.66
S-47	N	1.08	0.31	0.52	0.60	0.73
S-47	W	0.63	0.58	0.56	0.49	0.57
S-49	A	0.75	0.00	0.81	1.08	1.35
S-49	B	0.72	0.80	0.84	1.06	0.75
S-49	H	0.87	0.87	0.92	0.81	0.65
S-49	N	1.01	0.55	1.07	0.86	0.86
S-49	W	0.48	0.55	0.51	0.56	0.52
S-61	A	0.96	0.52	0.78	0.87	0.83
S-61	B	1.00	0.88	0.63	0.71	1.10
S-61	H	0.92	0.36	0.70	0.77	0.88
S-61	N	0.82	0.86	0.74	0.84	0.77
S-61	W	0.57	0.59	0.46	0.56	0.61
S-62	A	0.92	0.69	0.88	0.53	0.79
S-62	B	0.57	0.65	0.72	0.86	0.86
S-62	H	0.70	0.60	0.61	0.62	0.65
S-62	N	0.85	0.47	0.66	0.49	0.64
S-62	W	0.55	0.58	0.52	0.48	0.52
S-64	A	0.75	0.61	0.70	0.73	0.61
S-64	B	0.57	0.93	0.67	0.89	0.70
S-64	H	0.76	0.84	0.73	0.72	0.54
S-64	N	0.68	0.83	0.81	0.90	0.92
S-64	W	0.64	0.57	0.50	0.64	0.55
S-67	A	0.97	0.35	0.89	0.89	0.59

S-67	B	0.75	0.77	0.55	0.83	0.80
S-67	H	0.67	0.54	0.63	0.56	0.68
S-67	N	0.46	0.93	0.77	0.58	1.16
S-67	W	0.62	0.59	0.57	0.51	0.59
S-68	A	0.66	0.79	0.75	0.48	0.94
S-68	B	0.89	0.55	0.57	0.94	1.12
S-68	H	0.78	0.80	0.71	0.77	0.60
S-68	N	0.90	0.46	0.71	0.60	0.90
S-68	W	0.52	0.56	0.52	0.51	0.63
S-69	A	0.72	0.61	0.59	0.67	0.79
S-69	B	0.78	0.79	0.74	0.88	0.69
S-69	H	0.60	0.66	0.68	0.66	0.58
S-69	N	0.28	0.82	0.74	1.18	1.15
S-69	W	0.58	0.50	0.63	0.57	0.66

Conviction

Squadron	Race	2002	2003	2004	2005	2006
S-11	A	2.36	0.00	0.00	0.00	0.00
S-11	B	0.34	0.14	0.31	0.73	0.27
S-11	H	0.00	0.00	0.72	1.72	0.00
S-11	N	0.00	0.00	0.00	0.00	0.00
S-11	W	0.50	0.47	0.51	0.47	0.56
S-13	A	0.00	0.00	1.78	0.00	0.00
S-13	B	1.00	0.57	0.18	0.48	0.55
S-13	H	1.10	0.00	0.78	0.43	0.53
S-13	N	0.00	0.28	0.65	0.29	0.29
S-13	W	0.61	0.50	0.55	0.44	0.42
S-14	A	0.00	0.00	0.66	0.00	0.57
S-14	B	0.51	0.41	0.30	0.29	0.63
S-14	H	0.23	0.28	0.15	0.44	0.11
S-14	N	0.34	0.13	0.07	0.00	0.00
S-14	W	0.63	0.21	0.34	0.25	0.48
S-17	A	1.23	1.83	0.55	0.71	0.58
S-17	B	0.52	0.59	0.61	0.12	0.21
S-17	H	0.51	0.78	0.64	1.04	0.00
S-17	N	0.00	0.14	0.55	0.00	0.29
S-17	W	0.63	0.61	0.54	0.38	0.33
S-18	A	0.00	0.00	0.75	0.00	0.00
S-18	B	0.82	0.48	0.44	1.18	0.88
S-18	H	2.10	0.00	0.63	0.42	0.00
S-18	N	0.00	0.00	0.39	1.56	1.12
S-18	W	0.45	0.58	0.42	0.63	0.57
S-19	A	1.53	0.00	0.00	0.72	0.44
S-19	B	0.76	0.30	0.71	0.00	0.38

S-19	H	0.34	0.00	0.41	0.51	0.36
S-19	N	0.00	0.00	0.50	0.00	0.88
S-19	W	0.63	0.42	0.31	0.42	0.49
S-30	A	0.00	0.00	1.11	0.00	0.00
S-30	B	0.28	0.28	0.52	0.00	0.37
S-30	H	0.00	0.00	0.41	0.00	0.39
S-30	N	3.09	0.41	1.29	0.00	0.00
S-30	W	0.39	0.49	0.31	0.16	0.34
S-31	A	0.77	0.91	1.26	0.40	0.65
S-31	B	0.49	0.42	0.31	0.39	0.17
S-31	H	0.00	0.00	0.41	0.53	0.25
S-31	N	1.23	0.26	0.75	0.36	0.44
S-31	W	0.53	0.56	0.56	0.25	0.46
S-32	A	1.85	0.00	2.11	0.00	1.56
S-32	B	1.05	0.56	0.63	0.00	0.71
S-32	H	0.70	0.80	0.29	0.43	0.21
S-32	N	0.00	0.00	0.49	0.00	0.24
S-32	W	0.53	0.54	0.40	0.24	0.29
S-33	A	1.24	0.62	1.33	0.00	0.00
S-33	B	0.53	0.57	0.38	0.55	0.88

Conviction (Continued)

Squadron	Race	2002	2003	2004	2005	2006
S-33	H	1.03	0.46	0.15	0.40	0.96
S-33	N	1.05	1.41	0.52	0.00	1.88
S-33	W	0.70	0.58	0.76	0.35	0.67
S-36	A	1.06	1.54	1.88	0.00	1.06
S-36	B	0.89	1.02	0.63	0.27	0.27
S-36	H	2.16	0.00	0.50	1.46	0.75
S-36	N	1.51	0.80	1.01	0.67	0.45
S-36	W	1.02	0.94	1.12	0.61	0.58
S-37	A	3.57	2.55	0.00	0.00	0.00
S-37	B	0.61	0.72	0.57	0.36	0.28
S-37	H	0.00	0.62	0.50	0.00	0.38
S-37	N	1.38	0.38	0.00	0.00	0.00
S-37	W	0.85	0.55	0.34	0.22	0.33
S-38	A	0.85	0.00	0.00	0.00	1.58
S-38	B	0.96	0.70	0.61	0.18	0.85
S-38	H	0.00	0.00	0.00	1.41	0.00
S-38	N	0.00	0.32	0.00	0.00	0.00
S-38	W	0.60	0.53	0.55	0.42	0.47
S-39	A	3.52	0.00	0.00	0.00	2.34
S-39	B	0.57	0.16	0.62	0.18	0.13
S-39	H	0.00	2.44	0.37	0.39	1.40
S-39	N	0.00	0.66	0.94	0.00	0.00
S-39	W	0.98	0.77	0.43	0.61	0.54
S-41	A	1.39	0.94	0.58	0.00	0.00
S-41	B	0.93	0.63	0.54	0.79	0.84
S-41	H	0.90	0.78	0.91	0.72	0.66
S-41	N	0.00	0.00	0.28	0.00	0.00

S-41	W	0.91	0.96	0.84	0.53	0.73
S-42	A	0.00	0.00	0.00	0.00	0.00
S-42	B	0.00	0.31	0.00	0.96	0.86
S-42	H	0.00	0.00	0.00	0.00	1.85
S-42	N	0.00	0.75	0.42	0.00	0.45
S-42	W	0.49	0.62	0.57	0.56	0.85
S-43	A	4.46	0.00	3.95	0.00	1.38
S-43	B	0.86	0.49	0.88	0.00	2.28
S-43	H	1.12	1.04	1.54	1.17	1.09
S-43	N	0.55	0.53	0.65	0.00	1.14
S-43	W	0.94	0.91	0.79	0.70	1.01
S-44	A	1.14	1.30	1.18	1.21	2.29
S-44	B	0.88	1.03	0.55	0.72	1.02
S-44	H	0.55	0.75	0.74	0.21	0.93
S-44	N	1.51	0.89	0.90	0.00	1.38
S-44	W	0.89	0.97	0.85	0.62	0.92
S-45	A	0.00	1.56	0.96	0.96	0.00
S-45	B	0.40	0.22	0.21	0.31	0.41
S-45	H	1.33	0.00	0.96	1.12	0.00
S-45	N	0.00	0.00	0.38	0.63	0.00

Conviction (Continued)

Squadron	Race	2002	2003	2004	2005	2006
S-45	W	0.53	0.49	0.56	0.35	0.44
S-47	A	0.88	0.00	0.99	1.75	1.34
S-47	B	0.92	0.41	0.49	0.84	0.58
S-47	H	0.73	0.41	0.52	0.36	0.85
S-47	N	2.37	0.38	0.47	0.72	1.67
S-47	W	0.73	0.60	0.89	0.69	0.93
S-49	A	1.01	0.00	1.10	2.20	1.10
S-49	B	1.21	0.62	1.07	0.20	0.71
S-49	H	0.80	0.00	1.05	0.53	0.33
S-49	N	0.20	0.47	0.62	0.00	0.70
S-49	W	0.73	0.59	0.71	0.45	0.62
S-61	A	0.97	1.02	0.15	0.24	1.85
S-61	B	0.30	0.24	0.82	0.27	1.09
S-61	H	0.39	0.83	1.04	0.00	0.29
S-61	N	0.56	0.47	0.40	0.38	0.92
S-61	W	0.44	0.33	0.46	0.42	0.62
S-62	A	1.15	2.75	0.64	0.00	0.50
S-62	B	1.10	0.74	0.82	0.76	0.59
S-62	H	0.56	0.53	0.73	0.90	0.89
S-62	N	0.00	0.14	0.50	0.60	0.50
S-62	W	0.85	0.82	0.59	0.55	0.72
S-64	A	1.44	2.38	0.65	0.67	0.68
S-64	B	1.40	0.77	0.74	0.20	0.46
S-64	H	0.95	0.20	0.38	0.08	0.62
S-64	N	0.00	0.72	0.79	0.46	0.24
S-64	W	0.75	0.77	0.55	0.31	0.46
S-67	A	1.97	1.59	2.22	3.60	2.00

S-67	B	1.24	1.39	1.23	0.29	1.12
S-67	H	0.99	1.17	0.92	0.96	1.29
S-67	N	2.12	1.39	0.59	0.00	0.66
S-67	W	1.00	0.91	0.98	0.92	0.78
S-68	A	3.26	0.00	0.43	1.63	0.00
S-68	B	0.00	1.20	1.37	0.51	0.00
S-68	H	0.61	0.90	0.92	0.94	0.74
S-68	N	0.00	0.91	0.56	0.35	0.21
S-68	W	0.81	0.73	0.56	0.51	0.66
S-69	A	0.95	0.49	0.59	0.46	1.03
S-69	B	1.52	1.58	1.31	1.45	1.15
S-69	H	0.62	0.50	0.62	0.41	0.55
S-69	N	0.69	0.12	0.55	0.00	0.24
S-69	W	1.35	0.68	0.73	0.73	0.75

Medical/Physical

Squadron	Race	2002	2003	2004	2005	2006
S-11	A	0.00	0.89	0.35	0.25	0.00
S-11	B	0.06	0.14	0.23	0.14	0.06
S-11	H	0.00	0.18	0.00	0.00	0.00
S-11	N	0.00	0.00	0.28	0.31	0.13
S-11	W	0.06	0.08	0.12	0.10	0.10
S-13	A	0.00	0.00	0.40	0.00	0.00
S-13	B	0.00	0.06	0.03	0.14	0.04
S-13	H	0.00	0.07	0.12	0.07	0.04
S-13	N	0.23	0.15	0.12	0.16	0.08
S-13	W	0.07	0.12	0.14	0.09	0.08
S-14	A	0.00	0.00	0.07	0.00	0.00
S-14	B	0.03	0.12	0.08	0.08	0.08
S-14	H	0.02	0.08	0.04	0.03	0.07
S-14	N	0.00	0.10	0.08	0.00	0.00
S-14	W	0.01	0.04	0.06	0.09	0.05
S-17	A	0.04	0.11	0.05	0.07	0.05
S-17	B	0.02	0.04	0.06	0.05	0.03
S-17	H	0.08	0.09	0.04	0.13	0.00
S-17	N	0.00	0.06	0.12	0.12	0.00
S-17	W	0.04	0.06	0.11	0.05	0.05
S-18	A	0.27	0.00	0.00	0.00	0.00
S-18	B	0.04	0.06	0.05	0.02	0.05
S-18	H	0.00	0.00	0.00	0.00	0.00
S-18	N	0.00	0.00	0.08	0.00	0.24
S-18	W	0.05	0.07	0.08	0.08	0.06
S-19	A	0.00	0.00	0.00	0.11	0.00
S-19	B	0.00	0.07	0.04	0.15	0.09

S-19	H	0.06	0.00	0.07	0.09	0.02
S-19	N	0.00	0.00	0.00	0.34	0.00
S-19	W	0.04	0.05	0.09	0.08	0.08
S-30	A	0.00	0.00	0.00	0.00	0.00
S-30	B	0.02	0.06	0.06	0.07	0.06
S-30	H	0.00	0.16	0.00	0.00	0.07
S-30	N	0.00	0.00	0.16	0.16	0.17
S-30	W	0.04	0.09	0.10	0.08	0.08
S-31	A	0.09	0.11	0.09	0.14	0.04
S-31	B	0.04	0.05	0.05	0.08	0.02
S-31	H	0.34	0.08	0.03	0.00	0.00
S-31	N	0.09	0.06	0.05	0.04	0.05
S-31	W	0.08	0.05	0.09	0.06	0.04
S-32	A	0.00	0.00	0.00	0.00	0.09
S-32	B	0.10	0.05	0.09	0.04	0.05
S-32	H	0.22	0.12	0.09	0.00	0.00
S-32	N	0.00	0.12	0.00	0.00	0.00
S-32	W	0.05	0.08	0.10	0.06	0.07
S-33	A	0.13	0.19	0.27	0.20	0.11
S-33	B	0.04	0.09	0.12	0.05	0.05

Medical/Physical (Continued)

Squadron	Race	2002	2003	2004	2005	2006
S-33	H	0.06	0.06	0.08	0.09	0.05
S-33	N	0.00	0.18	0.00	0.00	0.00
S-33	W	0.04	0.09	0.13	0.14	0.12
S-36	A	0.11	0.00	0.00	0.22	0.16
S-36	B	0.04	0.06	0.06	0.04	0.04
S-36	H	0.00	0.12	0.10	0.06	0.05
S-36	N	0.00	0.09	0.00	0.00	0.10
S-36	W	0.03	0.10	0.10	0.10	0.08
S-37	A	0.17	0.00	0.28	0.00	0.00
S-37	B	0.05	0.07	0.07	0.03	0.04
S-37	H	0.00	0.00	0.00	0.00	0.08
S-37	N	0.12	0.05	0.07	0.13	0.07
S-37	W	0.09	0.09	0.14	0.06	0.05
S-38	A	0.14	0.00	0.27	0.00	0.00
S-38	B	0.04	0.11	0.12	0.13	0.10
S-38	H	0.00	0.33	0.00	0.46	0.00
S-38	N	0.00	0.27	0.14	0.00	0.00
S-38	W	0.08	0.14	0.13	0.12	0.08
S-39	A	0.00	0.00	0.18	0.45	0.91
S-39	B	0.11	0.02	0.08	0.09	0.07
S-39	H	0.00	0.17	0.31	0.16	0.20
S-39	N	0.00	0.25	0.24	0.76	0.63
S-39	W	0.07	0.12	0.14	0.17	0.16
S-41	A	0.13	0.09	0.11	0.12	0.07
S-41	B	0.03	0.06	0.08	0.09	0.05
S-41	H	0.03	0.05	0.06	0.07	0.06
S-41	N	0.00	0.00	0.07	0.00	0.13

S-41	W	0.05	0.11	0.12	0.12	0.09
S-42	A	0.00	0.48	0.64	0.17	0.29
S-42	B	0.00	0.00	0.13	0.16	0.00
S-42	H	0.00	0.00	0.00	0.00	0.18
S-42	N	0.00	0.11	0.18	0.22	0.13
S-42	W	0.06	0.12	0.18	0.13	0.14
S-43	A	0.00	0.00	0.00	0.00	0.17
S-43	B	0.08	0.04	0.13	0.13	0.00
S-43	H	0.00	0.08	0.09	0.13	0.00
S-43	N	0.00	0.00	0.16	0.00	0.00
S-43	W	0.03	0.03	0.05	0.08	0.06
S-44	A	0.05	0.12	0.05	0.00	0.11
S-44	B	0.02	0.04	0.06	0.01	0.03
S-44	H	0.05	0.04	0.09	0.07	0.08
S-44	N	0.00	0.07	0.00	0.10	0.18
S-44	W	0.03	0.06	0.09	0.07	0.06
S-45	A	0.14	0.00	0.00	0.14	0.00
S-45	B	0.03	0.06	0.06	0.03	0.07
S-45	H	0.00	0.17	0.14	0.00	0.07
S-45	N	0.17	0.00	0.15	0.00	0.00

Medical/Physical (Continued)

Squadron	Race	2002	2003	2004	2005	2006
S-45	W	0.03	0.10	0.11	0.10	0.07
S-47	A	0.07	0.00	0.00	0.00	0.11
S-47	B	0.04	0.07	0.07	0.02	0.02
S-47	H	0.00	0.05	0.10	0.10	0.03
S-47	N	0.00	0.00	0.09	0.00	0.00
S-47	W	0.03	0.05	0.09	0.08	0.06
S-49	A	0.00	0.45	0.30	0.00	0.30
S-49	B	0.02	0.03	0.04	0.08	0.04
S-49	H	0.00	0.09	0.10	0.06	0.12
S-49	N	0.00	0.00	0.08	0.08	0.00
S-49	W	0.02	0.04	0.08	0.06	0.07
S-61	A	0.05	0.03	0.06	0.12	0.10
S-61	B	0.04	0.10	0.02	0.07	0.00
S-61	H	0.00	0.07	0.08	0.19	0.04
S-61	N	0.00	0.10	0.30	0.08	0.17
S-61	W	0.01	0.07	0.10	0.10	0.10
S-62	A	0.07	0.07	0.10	0.16	0.07
S-62	B	0.00	0.09	0.06	0.04	0.10
S-62	H	0.09	0.08	0.08	0.04	0.07
S-62	N	0.00	0.05	0.05	0.00	0.03
S-62	W	0.04	0.08	0.07	0.09	0.06
S-64	A	0.04	0.02	0.07	0.03	0.04
S-64	B	0.07	0.03	0.10	0.05	0.02
S-64	H	0.03	0.02	0.08	0.09	0.05
S-64	N	0.00	0.13	0.11	0.11	0.05
S-64	W	0.04	0.05	0.06	0.05	0.05
S-67	A	0.00	0.00	0.19	0.00	0.06

S-67	B	0.04	0.02	0.12	0.07	0.04
S-67	H	0.03	0.05	0.08	0.07	0.06
S-67	N	0.00	0.09	0.13	0.00	0.00
S-67	W	0.05	0.08	0.10	0.06	0.06
S-68	A	0.08	0.09	0.00	0.00	0.04
S-68	B	0.10	0.10	0.18	0.00	0.08
S-68	H	0.00	0.00	0.06	0.06	0.05
S-68	N	0.00	0.04	0.05	0.17	0.21
S-68	W	0.04	0.05	0.09	0.12	0.08
S-69	A	0.02	0.04	0.03	0.05	0.04
S-69	B	0.01	0.04	0.05	0.00	0.02
S-69	H	0.03	0.04	0.01	0.01	0.01
S-69	N	0.00	0.04	0.04	0.00	0.00
S-69	W	0.05	0.03	0.06	0.02	0.02

Overweight

Squadron	Race	2002	2003	2004	2005	2006
S-11	A	0.0000	0.0000	0.4657	0.0000	0.0000
S-11	B	0.0000	0.0352	0.1160	0.0602	0.0000
S-11	H	0.0000	0.3677	0.0000	0.0000	0.0000
S-11	N	0.0000	0.0000	0.5357	0.0000	0.0000
S-11	W	0.0044	0.0354	0.0448	0.0151	0.0091
S-13	A	0.0000	0.0000	0.3190	0.0000	0.0000
S-13	B	0.0000	0.0480	0.0000	0.0000	0.0000
S-13	H	0.0000	0.0000	0.0000	0.0000	0.0000
S-13	N	0.0000	0.2253	0.0000	0.0000	0.0000
S-13	W	0.0280	0.0186	0.0375	0.0000	0.0050
S-14	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-14	B	0.0115	0.0838	0.0810	0.0789	0.0000
S-14	H	0.0000	0.1031	0.0215	0.0000	0.0160
S-14	N	0.0000	0.1203	0.0674	0.0000	0.0000
S-14	W	0.0000	0.0098	0.0285	0.0234	0.0130
S-17	A	0.0000	0.1425	0.0429	0.0000	0.0000
S-17	B	0.0257	0.0131	0.0149	0.0291	0.0074
S-17	H	0.0000	0.0859	0.0000	0.0000	0.0000
S-17	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-17	W	0.0058	0.0058	0.0244	0.0000	0.0193
S-18	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-18	B	0.0000	0.0000	0.0482	0.0000	0.0000
S-18	H	0.0000	0.0000	0.0000	0.0000	0.0000
S-18	N	0.0000	0.0000	0.0000	0.0000	0.2426
S-18	W	0.0157	0.0042	0.0130	0.0000	0.0046
S-19	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-19	B	0.0000	0.0000	0.0000	0.0000	0.0000

S-19	H	0.0000	0.0000	0.0000	0.0000	0.0000
S-19	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-19	W	0.0233	0.0048	0.0236	0.0077	0.0050
S-30	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-30	B	0.0000	0.0000	0.0000	0.0000	0.0000
S-30	H	0.0000	0.3307	0.0000	0.0000	0.0000
S-30	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-30	W	0.0059	0.0096	0.0122	0.0231	0.0049
S-31	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-31	B	0.0000	0.0000	0.0000	0.0000	0.0000
S-31	H	0.0000	0.1662	0.0000	0.0000	0.0000
S-31	N	0.0000	0.0915	0.0000	0.0000	0.0000
S-31	W	0.0079	0.0039	0.0072	0.0127	0.0000
S-32	A	0.0000	0.0000	0.0000	0.0000	0.2425
S-32	B	0.0311	0.0287	0.0559	0.0000	0.0000
S-32	H	0.0000	0.0000	0.1925	0.0000	0.0000
S-32	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-32	W	0.0093	0.0351	0.0388	0.0443	0.0265
S-33	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-33	B	0.0000	0.0149	0.0184	0.0000	0.0000
S-33	H	0.0000	0.0000	0.0000	0.0000	0.0117
S-33	N	0.0000	0.2308	0.0000	0.0000	0.0000

Overweight

Squadron	Race	2002	2003	2004	2005	2006
S-33	W	0.0044	0.0042	0.0089	0.0080	0.0000
S-36	A	0.0000	0.0000	0.0000	0.5401	0.0000
S-36	B	0.0000	0.0000	0.0000	0.0232	0.0000
S-36	H	0.0000	0.0000	0.0000	0.0000	0.0000
S-36	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-36	W	0.0121	0.0051	0.0000	0.0195	0.0059
S-37	A	0.4415	0.0000	0.0000	0.0000	0.0000
S-37	B	0.0091	0.0000	0.0325	0.0000	0.0000
S-37	H	0.0000	0.0000	0.0000	0.0000	0.0000
S-37	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-37	W	0.0330	0.0060	0.0219	0.0195	0.0000
S-38	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-38	B	0.0000	0.0000	0.0000	0.0000	0.0000
S-38	H	0.0000	0.0000	0.0000	0.0000	0.0000
S-38	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-38	W	0.0056	0.0141	0.0097	0.0000	0.0093
S-39	A	0.0000	0.0000	0.0000	0.0000	0.7781
S-39	B	0.0000	0.0000	0.0000	0.2079	0.0366
S-39	H	0.0000	0.0000	0.0000	0.1689	0.2047
S-39	N	0.0000	0.0000	0.0000	0.0000	0.4719
S-39	W	0.0063	0.0108	0.0103	0.1178	0.0756
S-41	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-41	B	0.0000	0.0000	0.0146	0.0000	0.0000
S-41	H	0.0000	0.0000	0.0068	0.0000	0.0000
S-41	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-41	W	0.0091	0.0136	0.0045	0.0000	0.0000
S-42	A	0.0000	0.0000	0.0000	0.0000	0.0000

S-42	B	0.0000	0.0000	0.0000	0.0000	0.0000
S-42	H	0.0000	0.0000	0.0000	0.0000	0.0000
S-42	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-42	W	0.0000	0.0064	0.0000	0.0000	0.0000
S-43	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-43	B	0.0000	0.0000	0.0937	0.0000	0.0000
S-43	H	0.0000	0.0000	0.1795	0.0000	0.0000
S-43	N	0.0000	0.0000	0.2833	0.0000	0.0000
S-43	W	0.0142	0.0168	0.0245	0.0138	0.0173
S-44	A	0.0000	0.2909	0.0000	0.0000	0.0000
S-44	B	0.0000	0.0143	0.0279	0.0000	0.0000
S-44	H	0.0000	0.0000	0.0218	0.0000	0.0000
S-44	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-44	W	0.0209	0.0299	0.0110	0.0064	0.0040
S-45	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-45	B	0.0104	0.0202	0.0330	0.0185	0.0113
S-45	H	0.0000	0.0000	0.0925	0.0000	0.0000
S-45	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-45	W	0.0080	0.0209	0.0172	0.0000	0.0037
S-47	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-47	B	0.0000	0.0206	0.0000	0.0000	0.0000
S-47	H	0.0000	0.0000	0.0000	0.0000	0.0000

Overweight

Squadron	Race	2002	2003	2004	2005	2006
S-47	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-47	W	0.0000	0.0120	0.0056	0.0000	0.0000
S-49	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-49	B	0.0474	0.0000	0.0481	0.0629	0.0000
S-49	H	0.0000	0.1894	0.0000	0.0000	0.0000
S-49	N	0.0000	0.0000	0.1302	0.0000	0.0000
S-49	W	0.0046	0.0000	0.0206	0.0313	0.0042
S-61	A	0.0596	0.0000	0.0000	0.0000	0.0000
S-61	B	0.0000	0.0755	0.0000	0.0000	0.0000
S-61	H	0.0000	0.0000	0.0517	0.0000	0.0000
S-61	N	0.0000	0.0000	0.1325	0.0000	0.0869
S-61	W	0.0046	0.0374	0.0037	0.0129	0.0124
S-62	A	0.0000	0.0000	0.0000	0.1310	0.0000
S-62	B	0.0000	0.0000	0.0000	0.0000	0.0000
S-62	H	0.0187	0.0291	0.0000	0.0000	0.0000
S-62	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-62	W	0.0144	0.0046	0.0047	0.0000	0.0000
S-64	A	0.0296	0.0000	0.0000	0.0412	0.0000
S-64	B	0.0000	0.0000	0.0000	0.0000	0.0000
S-64	H	0.0000	0.0000	0.0000	0.0000	0.0000
S-64	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-64	W	0.0162	0.0078	0.0041	0.0000	0.0000
S-67	A	0.0000	0.0000	0.0000	0.0000	0.0000
S-67	B	0.0000	0.0373	0.0000	0.0000	0.0000
S-67	H	0.0324	0.0619	0.0464	0.0145	0.0172
S-67	N	0.0000	0.0000	0.2132	0.0000	0.0000
S-67	W	0.0108	0.0437	0.0436	0.0574	0.0056

S-68	A	0.1022	0.0000	0.0000	0.0000	0.0000
S-68	B	0.1133	0.0000	0.0000	0.0000	0.0000
S-68	H	0.0000	0.0000	0.0643	0.0000	0.0000
S-68	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-68	W	0.0205	0.0234	0.0349	0.0000	0.0097
S-69	A	0.0194	0.0000	0.0000	0.0000	0.0000
S-69	B	0.0000	0.0295	0.0267	0.0000	0.0367
S-69	H	0.0335	0.0124	0.0214	0.0000	0.0113
S-69	N	0.0000	0.0000	0.0000	0.0000	0.0000
S-69	W	0.0317	0.0069	0.0072	0.0132	0.0089

Break 6: By Squadron and Sex

High Quality

Squadron	Sex	2002	2003	2004	2005	2006
S-11	F	1.50	1.61	1.58	1.37	1.26
S-11	M	1.46	1.64	1.75	1.61	1.57
S-13	F	1.39	1.56	1.55	1.52	1.44
S-13	M	1.63	1.71	1.76	1.81	1.61
S-14	F	1.67	2.04	1.87	1.93	1.84
S-14	M	1.74	1.89	2.06	1.77	1.58
S-17	F	1.44	1.55	1.69	1.74	1.34
S-17	M	1.62	1.80	1.92	1.77	1.60
S-18	F	1.38	1.60	1.58	1.87	1.09
S-18	M	1.60	1.77	1.90	1.64	1.67
S-19	F	1.31	1.39	1.41	1.32	1.14
S-19	M	1.47	1.52	1.66	1.53	1.42
S-30	F	1.37	1.59	1.79	1.63	1.26
S-30	M	1.60	1.78	1.92	1.76	1.81
S-31	F	1.59	1.50	1.91	1.81	1.63
S-31	M	1.81	2.03	2.02	2.01	1.83
S-32	F	1.90	1.64	1.97	1.72	1.56
S-32	M	1.86	2.18	2.17	2.03	1.93
S-33	F	1.50	1.67	1.94	1.65	1.62
S-33	M	2.00	2.06	2.26	1.85	1.91
S-36	F	1.20	1.55	1.84	1.71	1.50
S-36	M	1.63	1.95	1.95	1.88	1.80
S-37	F	1.55	1.76	1.84	1.81	1.34
S-37	M	1.66	1.94	1.96	2.10	1.77

S-38	F	1.60	1.59	1.86	1.34	1.21
S-38	M	1.64	1.82	1.78	1.72	1.62
S-39	F	1.26	1.39	1.54	1.61	1.04
S-39	M	1.50	1.79	1.78	1.66	1.61
S-41	F	1.98	1.98	2.02	2.11	1.66
S-41	M	2.15	2.28	2.39	2.23	2.08
S-42	F	1.29	1.27	1.36	1.39	1.38
S-42	M	1.46	1.67	1.70	1.59	1.54
S-43	F	1.49	1.51	1.56	1.22	1.15
S-43	M	1.48	1.50	1.71	1.60	1.37
S-44	F	1.58	1.72	1.79	1.77	1.50
S-44	M	1.94	1.96	2.06	2.03	1.77
S-45	F	1.33	1.56	1.51	1.55	1.41
S-45	M	1.57	1.79	1.83	1.78	1.63
S-47	F	1.41	1.59	1.55	1.47	1.40
S-47	M	1.59	1.74	1.82	1.79	1.64
S-49	F	1.43	1.58	1.51	1.58	1.25
S-49	M	1.51	1.71	1.70	1.58	1.66
S-61	F	1.33	1.54	1.65	1.34	1.28
S-61	M	1.51	1.67	1.73	1.63	1.55
S-62	F	1.43	1.51	1.62	1.64	1.31
S-62	M	1.70	1.78	1.90	1.78	1.62

High Quality (Continued)

Squadron	Sex	2002	2003	2004	2005	2006
S-64	F	1.21	1.38	1.61	1.64	1.43
S-64	M	1.53	1.73	1.83	1.68	1.68
S-67	F	1.35	1.59	1.75	1.70	1.33
S-67	M	1.56	1.65	1.79	1.63	1.50
S-68	F	1.50	1.51	1.66	1.56	1.47
S-68	M	1.59	1.66	1.79	1.65	1.63
S-69	F	1.84	2.00	2.41	2.00	1.80
S-69	M	1.96	2.03	2.20	2.19	1.79

Black

Squadron	**Sex**	**2002**	**2003**	**2004**	**2005**	**2006**
S-11	F	1.20	1.05	0.60	1.01	0.87
S-11	M	1.02	0.81	0.88	0.80	0.94
S-13	F	1.05	1.08	1.05	1.63	0.73
S-13	M	0.97	1.14	0.86	1.00	0.60
S-14	F	1.17	0.91	0.88	0.83	0.83
S-14	M	1.23	0.97	1.11	0.99	0.80
S-17	F	1.20	1.19	0.99	0.91	1.17
S-17	M	1.18	1.11	0.99	0.88	1.05
S-18	F	1.40	0.83	1.02	0.98	1.18
S-18	M	0.97	1.09	0.89	0.94	0.81
S-19	F	1.50	1.18	1.31	0.69	1.42
S-19	M	1.28	1.43	0.77	1.15	0.99
S-30	F	1.92	1.72	1.48	0.71	1.74
S-30	M	1.03	0.83	1.06	0.96	0.59

S-31	F	1.06	0.99	0.91	0.91	1.03
S-31	M	0.92	0.86	0.78	0.81	0.84
S-32	F	1.51	2.51	1.52	0.75	1.37
S-32	M	1.50	1.25	1.35	0.93	1.13
S-33	F	1.16	0.73	0.93	0.95	1.04
S-33	M	0.83	0.89	0.64	0.77	0.85
S-36	F	1.45	1.23	1.24	1.27	1.21
S-36	M	1.25	1.06	1.07	1.16	1.20
S-37	F	1.41	1.22	1.13	1.21	1.21
S-37	M	1.25	1.26	1.26	1.13	1.20
S-38	F	1.51	1.32	1.49	1.63	0.68
S-38	M	0.96	1.20	1.20	0.89	0.78
S-39	F	0.90	0.39	0.71	0.83	0.73
S-39	M	0.65	0.61	0.66	0.69	0.60
S-41	F	1.84	1.22	1.39	1.47	1.33
S-41	M	1.09	1.19	1.06	1.15	1.25
S-42	F	1.58	2.20	0.34	1.63	0.94
S-42	M	1.09	4.05	1.65	1.75	1.23
S-43	F	1.75	1.96	2.57	2.68	2.00
S-43	M	2.01	2.01	1.25	1.32	1.55
S-44	F	1.87	1.14	1.48	1.37	1.56
S-44	M	1.05	1.18	1.04	0.97	1.02

Black (Continued)

Squadron	Sex	2002	2003	2004	2005	2006
S-45	F	1.13	0.99	0.94	0.94	0.94
S-45	M	0.88	0.82	0.75	0.78	0.78
S-47	F	1.07	0.87	0.85	0.90	0.80
S-47	M	1.05	0.96	0.67	0.65	0.73
S-49	F	1.74	1.95	1.64	2.48	1.62
S-49	M	1.18	1.26	0.97	1.20	1.11
S-61	F	2.66	2.46	2.92	2.82	3.16
S-61	M	1.30	1.43	2.15	2.24	1.41
S-62	F	1.61	2.45	2.18	2.53	2.36
S-62	M	1.76	2.22	1.66	1.38	1.46
S-64	F	1.22	1.97	1.40	1.80	1.32
S-64	M	1.53	1.19	1.18	1.25	1.04
S-67	F	2.83	3.03	2.26	2.85	2.75
S-67	M	2.40	2.16	2.60	1.70	2.13
S-68	F	2.98	1.57	2.22	3.43	3.60
S-68	M	1.55	1.63	2.12	1.64	1.64
S-69	F	2.09	1.75	1.58	1.86	1.21
S-69	M	1.62	1.21	1.34	1.25	1.19

Hispanic

Squadron	**Sex**	**2002**	**2003**	**2004**	**2005**	**2006**
S-11	F	2.29	4.27	9.77	3.64	17.43
S-11	M	1.36	2.01	2.19	1.92	2.84
S-13	F	0.61	0.89	1.96	2.04	2.57
S-13	M	1.30	1.15	1.95	2.05	1.94

S-14	F	0.54	0.73	0.93	1.01	1.40
S-14	M	0.73	0.82	1.03	1.30	1.50
S-17	F	1.52	4.15	2.89	4.66	5.27
S-17	M	0.94	1.45	2.32	3.20	2.84
S-18	F	0.56	1.50	2.60	4.31	4.01
S-18	M	0.83	1.37	1.96	1.13	1.67
S-19	F	0.70	0.88	1.12	1.61	2.32
S-19	M	0.83	0.95	1.07	1.27	1.71
S-30	F	0.98	2.52	3.15	4.18	8.74
S-30	M	1.30	1.23	2.43	2.20	2.32
S-31	F	3.94	5.28	8.78	6.73	9.40
S-31	M	1.85	2.48	6.29	4.19	5.45
S-32	F	6.54	8.93	19.43	23.68	13.59
S-32	M	2.23	3.80	3.65	5.28	7.38
S-33	F	0.45	0.94	0.91	0.91	1.10
S-33	M	0.59	0.79	0.99	1.32	1.04
S-36	F	1.49	1.43	2.66	5.62	4.78
S-36	M	1.33	1.57	2.82	4.50	3.35
S-37	F	3.86	10.81	7.96	16.18	18.08
S-37	M	1.98	3.04	4.56	8.26	12.94
S-38	F	5.65	14.22	16.13	36.44	9.80
S-38	M	1.72	0.94	2.85	4.55	7.84

Hispanic (Continued)

Squadron	Sex	2002	2003	2004	2005	2006
S-39	F	1.87	5.65	2.85	9.44	5.72
S-39	M	1.78	1.86	2.54	2.83	3.60
S-41	F	0.75	0.74	0.91	0.89	0.87
S-41	M	0.69	0.74	0.77	0.83	0.81
S-42	F	29.35	7.78	33.33	0.00	23.34
S-42	M	4.55	4.84	12.44	7.30	8.82
S-43	F	3.57	2.90	3.50	9.85	6.79
S-43	M	1.45	2.47	1.99	3.83	4.39
S-44	F	0.70	0.68	0.92	0.73	1.09
S-44	M	0.49	0.39	0.73	0.61	0.65
S-45	F	6.67	4.28	18.07	12.26	14.78
S-45	M	2.62	3.55	12.40	14.11	6.98
S-47	F	0.83	1.12	1.41	1.09	1.56
S-47	M	0.66	0.86	1.02	1.07	1.37
S-49	F	2.18	1.81	3.57	3.95	3.32
S-49	M	1.10	1.02	1.83	2.81	2.60
S-61	F	2.25	0.88	2.75	3.32	3.40
S-61	M	1.23	1.49	1.66	2.23	2.13
S-62	F	0.60	0.60	0.76	0.97	0.86
S-62	M	0.49	0.59	0.73	0.84	0.79
S-64	F	0.51	0.63	0.94	0.74	0.87
S-64	M	0.42	0.44	0.68	0.68	0.93
S-67	F	0.94	0.72	0.98	0.98	1.12
S-67	M	0.94	0.87	0.95	1.04	1.11
S-68	F	1.05	1.29	1.30	2.42	1.64
S-68	M	0.67	0.82	0.95	1.59	1.99
S-69	F	0.45	0.62	0.66	0.70	0.59

S-69	M	0.49	0.55	0.61	0.70	0.72

Conviction

Squadron	Sex	2002	2003	2004	2005	2006
S-11	F	0.33	0.47	0.36	0.40	0.48
S-11	M	0.44	0.39	0.44	0.44	0.45
S-13	F	0.50	0.66	0.72	0.00	0.42
S-13	M	0.58	0.42	0.48	0.44	0.38
S-14	F	0.46	0.25	0.92	0.54	0.86
S-14	M	0.49	0.24	0.17	0.21	0.31
S-17	F	0.40	0.75	0.76	0.00	0.06
S-17	M	0.53	0.49	0.45	0.34	0.27
S-18	F	0.50	0.38	0.33	0.54	0.72
S-18	M	0.46	0.50	0.40	0.65	0.50
S-19	F	0.74	0.39	0.53	0.00	0.39
S-19	M	0.56	0.34	0.28	0.41	0.43
S-30	F	0.35	0.84	0.29	0.25	0.53
S-30	M	0.36	0.37	0.31	0.12	0.27
S-31	F	0.61	0.61	0.50	0.60	0.40
S-31	M	0.45	0.43	0.45	0.22	0.32

Conviction (Continued)

Squadron	Sex	2002	2003	2004	2005	2006
S-32	F	0.41	0.30	0.48	0.29	0.47
S-32	M	0.53	0.50	0.38	0.19	0.28
S-33	F	0.59	0.38	0.57	0.69	0.87
S-33	M	0.63	0.53	0.52	0.29	0.63
S-36	F	1.27	1.33	0.79	0.35	0.27
S-36	M	0.79	0.76	0.81	0.48	0.44
S-37	F	0.73	0.49	0.48	0.22	0.31
S-37	M	0.71	0.55	0.33	0.21	0.27
S-38	F	0.62	0.30	0.51	0.00	0.85
S-38	M	0.55	0.50	0.47	0.42	0.39
S-39	F	1.10	1.14	0.42	0.42	0.77
S-39	M	0.81	0.65	0.41	0.51	0.47
S-41	F	0.93	1.17	0.64	1.22	0.74
S-41	M	0.77	0.70	0.70	0.45	0.59
S-42	F	0.52	1.33	0.71	0.86	0.58
S-42	M	0.41	0.45	0.46	0.44	0.79
S-43	F	0.91	1.17	1.01	1.02	0.98
S-43	M	0.84	0.75	0.70	0.56	0.95
S-44	F	0.85	1.03	0.94	0.70	1.42
S-44	M	0.74	0.80	0.66	0.47	0.76
S-45	F	0.62	0.53	0.44	0.10	0.69
S-45	M	0.42	0.36	0.44	0.34	0.34
S-47	F	1.09	0.71	1.19	0.85	1.16
S-47	M	0.66	0.46	0.66	0.58	0.77
S-49	F	0.55	0.46	0.52	0.41	0.67
S-49	M	0.67	0.53	0.68	0.41	0.55
S-61	F	0.46	0.17	0.32	0.36	0.73

S-61	M	0.41	0.36	0.45	0.32	0.61
S-62	F	1.11	0.43	1.43	0.78	1.13
S-62	M	0.64	0.68	0.44	0.53	0.56
S-64	F	1.20	1.18	0.75	0.21	0.62
S-64	M	0.71	0.64	0.46	0.27	0.42
S-67	F	1.04	1.40	1.32	1.63	1.42
S-67	M	0.90	0.83	0.80	0.69	0.74
S-68	F	0.81	0.97	0.61	0.85	0.52
S-68	M	0.71	0.62	0.51	0.43	0.55
S-69	F	0.94	0.33	0.58	0.50	0.75
S-69	M	0.92	0.56	0.61	0.54	0.61

Medical/Physical

Squadron	Sex	2002	2003	2004	2005	2006
S-11	F	0.10	0.11	0.12	0.08	0.04
S-11	M	0.04	0.09	0.15	0.11	0.11
S-13	F	0.05	0.08	0.18	0.12	0.05
S-13	M	0.06	0.12	0.12	0.09	0.08
S-14	F	0.02	0.09	0.06	0.06	0.06
S-14	M	0.02	0.07	0.07	0.07	0.06
S-17	F	0.03	0.03	0.09	0.07	0.04
S-17	M	0.03	0.06	0.08	0.05	0.04
S-18	F	0.03	0.06	0.08	0.05	0.04
S-18	M	0.05	0.07	0.08	0.07	0.07
S-19	F	0.02	0.02	0.05	0.10	0.07
S-19	M	0.04	0.06	0.09	0.09	0.08
S-30	F	0.05	0.06	0.07	0.01	0.06
S-30	M	0.04	0.10	0.11	0.10	0.09
S-31	F	0.12	0.04	0.06	0.08	0.03
S-31	M	0.05	0.06	0.08	0.07	0.04
S-32	F	0.04	0.07	0.07	0.00	0.03
S-32	M	0.06	0.08	0.10	0.07	0.08
S-33	F	0.02	0.09	0.12	0.10	0.12
S-33	M	0.05	0.09	0.12	0.12	0.09
S-36	F	0.06	0.09	0.10	0.12	0.04
S-36	M	0.03	0.08	0.08	0.06	0.08
S-37	F	0.06	0.07	0.08	0.04	0.02
S-37	M	0.08	0.08	0.13	0.05	0.06
S-38	F	0.06	0.15	0.11	0.17	0.06
S-38	M	0.08	0.14	0.13	0.12	0.08
S-39	F	0.09	0.11	0.18	0.13	0.12

S-39	M	0.07	0.12	0.12	0.19	0.18
S-41	F	0.03	0.06	0.05	0.06	0.05
S-41	M	0.05	0.10	0.11	0.11	0.09
S-42	F	0.07	0.07	0.23	0.18	0.15
S-42	M	0.06	0.13	0.17	0.12	0.14
S-43	F	0.03	0.01	0.08	0.08	0.06
S-43	M	0.04	0.04	0.05	0.08	0.06
S-44	F	0.03	0.05	0.05	0.03	0.04
S-44	M	0.03	0.06	0.10	0.08	0.07
S-45	F	0.03	0.09	0.08	0.07	0.05
S-45	M	0.03	0.09	0.11	0.08	0.08
S-47	F	0.05	0.09	0.14	0.05	0.04
S-47	M	0.03	0.04	0.07	0.07	0.06
S-49	F	0.02	0.03	0.04	0.04	0.07
S-49	M	0.01	0.04	0.09	0.07	0.08
S-61	F	0.01	0.08	0.08	0.09	0.08
S-61	M	0.02	0.07	0.10	0.12	0.10
S-62	F	0.03	0.04	0.05	0.04	0.05
S-62	M	0.06	0.10	0.08	0.09	0.07
S-64	F	0.03	0.04	0.04	0.04	0.04
S-64	M	0.05	0.06	0.08	0.06	0.05
S-67	F	0.04	0.06	0.12	0.09	0.04

Medical/Physical (Continued)

Squadron	Sex	2002	2003	2004	2005	2006
S-67	M	0.05	0.08	0.09	0.05	0.07
S-68	F	0.03	0.06	0.07	0.10	0.04
S-68	M	0.05	0.05	0.10	0.11	0.09
S-69	F	0.05	0.03	0.04	0.00	0.02
S-69	M	0.03	0.04	0.04	0.03	0.02

Overweight

Squadron	Race	2002	2003	2004	2005	2006
S-11	F	0.0189	0.0176	0.0604	0.0000	0.0000
S-11	M	0.0000	0.0436	0.0602	0.0243	0.0096
S-13	F	0.0274	0.0399	0.0659	0.0000	0.0000
S-13	M	0.0235	0.0195	0.0280	0.0000	0.0051
S-14	F	0.0000	0.0774	0.0816	0.0000	0.0000
S-14	M	0.0069	0.0426	0.0318	0.0423	0.0140
S-17	F	0.0194	0.0199	0.0301	0.0178	0.0302
S-17	M	0.0124	0.0118	0.0156	0.0068	0.0044
S-18	F	0.0350	0.0000	0.0323	0.0000	0.0000
S-18	M	0.0054	0.0042	0.0126	0.0000	0.0090
S-19	F	0.0000	0.0000	0.0208	0.0000	0.0225
S-19	M	0.0237	0.0048	0.0199	0.0077	0.0000
S-30	F	0.0000	0.0218	0.0204	0.0000	0.0000
S-30	M	0.0062	0.0101	0.0082	0.0236	0.0051
S-31	F	0.0085	0.0086	0.0000	0.0000	0.0000
S-31	M	0.0033	0.0065	0.0056	0.0100	0.0000
S-32	F	0.0000	0.0436	0.0407	0.0000	0.0000

S-32	M	0.0139	0.0303	0.0419	0.0441	0.0308
S-33	F	0.0107	0.0179	0.0000	0.0000	0.0102
S-33	M	0.0000	0.0036	0.0108	0.0056	0.0000
S-36	F	0.0114	0.0000	0.0000	0.0690	0.0000
S-36	M	0.0043	0.0041	0.0000	0.0069	0.0041
S-37	F	0.0133	0.0000	0.0274	0.0000	0.0000
S-37	M	0.0317	0.0046	0.0243	0.0147	0.0000
S-38	F	0.0000	0.0208	0.0236	0.0000	0.0215
S-38	M	0.0058	0.0096	0.0048	0.0000	0.0050
S-39	F	0.0000	0.0211	0.0186	0.0616	0.0853
S-39	M	0.0065	0.0057	0.0055	0.1468	0.0810
S-41	F	0.0000	0.0082	0.0000	0.0000	0.0000
S-41	M	0.0064	0.0065	0.0089	0.0000	0.0000
S-42	F	0.0000	0.0000	0.0000	0.0000	0.0000
S-42	M	0.0000	0.0074	0.0000	0.0000	0.0000
S-43	F	0.0000	0.0000	0.0744	0.0291	0.0000
S-43	M	0.0152	0.0182	0.0224	0.0075	0.0184
S-44	F	0.0117	0.0453	0.0115	0.0000	0.0000
S-44	M	0.0154	0.0200	0.0154	0.0057	0.0035
S-45	F	0.0248	0.0106	0.0367	0.0000	0.0000

Overweight (Continued)

Squadron	Race	2002	2003	2004	2005	2006
S-45	M	0.0037	0.0232	0.0189	0.0053	0.0071
S-47	F	0.0000	0.0560	0.0000	0.0000	0.0000
S-47	M	0.0000	0.0000	0.0049	0.0000	0.0000
S-49	F	0.0224	0.0186	0.0000	0.0000	0.0000
S-49	M	0.0047	0.0000	0.0293	0.0386	0.0042
S-61	F	0.0000	0.0300	0.0167	0.0235	0.0275
S-61	M	0.0094	0.0349	0.0068	0.0061	0.0080
S-62	F	0.0124	0.0223	0.0000	0.0203	0.0000
S-62	M	0.0123	0.0036	0.0036	0.0000	0.0000
S-64	F	0.0111	0.0000	0.0000	0.0177	0.0000
S-64	M	0.0149	0.0068	0.0032	0.0000	0.0000
S-67	F	0.0125	0.0688	0.0591	0.0209	0.0000
S-67	M	0.0174	0.0394	0.0371	0.0425	0.0123
S-68	F	0.0468	0.0000	0.0000	0.0000	0.0166
S-68	M	0.0210	0.0239	0.0384	0.0000	0.0048
S-69	F	0.0415	0.0257	0.0226	0.0000	0.0252
S-69	M	0.0188	0.0040	0.0078	0.0070	0.0046

Break 7: By Race and Sex

High Quality

Race	Sex	2002	2003	2004	2005	2006
A	F	1.83	2.13	1.92	1.92	1.88
A	M	1.79	2.05	2.09	1.83	1.73
B	F	2.34	2.63	3.16	3.35	2.25
B	M	3.02	3.45	3.76	3.23	2.99
H	F	3.07	3.71	4.27	3.87	3.34
H	M	3.97	4.38	4.63	4.24	3.89
N	F	2.52	3.02	3.46	2.84	2.58
N	M	2.85	3.70	4.02	4.05	3.65
W	F	1.37	1.44	1.54	1.46	1.29
W	M	1.49	1.62	1.69	1.61	1.52

Conviction

Race	Sex	2002	2003	2004	2005	2006
A	F	1.89	2.17	1.19	1.24	1.08
A	M	1.15	0.95	0.67	0.51	0.78
B	F	0.97	0.79	0.78	0.84	0.90
B	M	0.58	0.50	0.43	0.31	0.39
H	F	1.42	1.62	1.18	1.21	1.54
H	M	0.60	0.45	0.53	0.46	0.53
N	F	1.12	0.71	0.80	0.50	0.80
N	M	0.50	0.35	0.42	0.20	0.44
W	F	0.64	0.65	0.62	0.41	0.61

W	M	0.63	0.57	0.53	0.42	0.53

Medical/Physical

Race	Sex	2002	2003	2004	2005	2006
A	F	0.02	0.10	0.10	0.08	0.05
A	M	0.06	0.05	0.07	0.06	0.08
B	F	0.04	0.06	0.06	0.06	0.04
B	M	0.04	0.07	0.08	0.06	0.05
H	F	0.04	0.04	0.06	0.06	0.05
H	M	0.04	0.07	0.08	0.07	0.06
N	F	0.03	0.07	0.08	0.11	0.03
N	M	0.02	0.08	0.11	0.06	0.12
W	F	0.05	0.07	0.1	0.08	0.06
W	M	0.05	0.08	0.1	0.09	0.08

Overweight

Race	Sex	2002	2003	2004	2005	2006
A	F	0.0222	0.0936	0.0193	0.0966	0.0000
A	M	0.0225	0.0000	0.0089	0.0000	0.0097
B	F	0.0068	0.0165	0.0235	0.0163	0.0037
B	M	0.0083	0.0131	0.0228	0.0215	0.0030
H	F	0.0110	0.0219	0.0250	0.0000	0.0094
H	M	0.0112	0.0296	0.0141	0.0053	0.0065
N	F	0.0000	0.0186	0.0485	0.0000	0.0000
N	M	0.0000	0.0234	0.0438	0.0000	0.0393
W	F	0.0159	0.0212	0.0179	0.0069	0.0101
W	M	0.0102	0.0134	0.0161	0.0165	0.0083

Appendix B

Diversity Representation Ratio Values for Various Groups of Interest

Break 1: Across the Air Force

Comparison	2002	2003	2004	2005	2006
Black/White	1.16	1.05	1.01	1.01	1.03
Hispanic/White	0.65	0.72	0.91	1.04	1.08
Female/Male	0.49	0.49	0.45	0.46	0.49

Break 2: By Squadron

Black/White

Squadron	2002	2003	2004	2005	2006
S-11	1.01	0.82	0.75	0.81	0.88
S-13	0.98	1.15	0.94	1.24	0.64
S-14	1.22	0.86	1.30	1.10	0.85
S-17	1.35	1.31	1.22	1.03	1.30
S-18	1.10	1.01	0.93	0.97	0.91
S-19	1.38	1.48	0.91	1.14	1.18
S-30	1.28	1.06	1.21	0.97	0.82
S-31	0.94	0.88	0.83	0.84	0.90
S-32	1.56	1.59	1.44	0.91	1.27
S-33	0.80	0.78	0.66	0.83	0.91
S-36	1.52	1.15	1.23	1.41	1.44
S-37	1.48	1.43	1.38	1.32	1.40
S-38	1.10	1.25	1.29	1.09	0.73
S-39	0.67	0.51	0.64	0.70	0.59
S-41	1.09	1.05	1.05	1.15	1.24
S-42	1.18	3.38	1.22	1.68	1.12
S-43	1.95	2.03	1.63	1.79	1.78
S-44	1.25	1.16	1.17	1.04	1.20
S-45	0.91	0.81	0.73	0.75	0.76
S-47	1.04	0.89	0.69	0.68	0.72
S-49	1.34	1.48	1.18	1.72	1.29
S-61	1.79	1.81	2.67	2.83	2.24
S-62	1.54	2.20	1.81	1.74	1.81
S-64	1.23	1.26	1.18	1.38	1.07
S-67	2.57	2.33	2.61	2.11	2.59
S-68	1.94	1.72	2.34	2.29	2.48
S-69	1.38	1.07	1.23	1.29	1.09

Hispanic/White					
Squadron	**2002**	**2003**	**2004**	**2005**	**2006**
S-11	1.68	2.52	3.41	2.39	5.21
S-13	1.19	1.14	2.09	2.26	2.16
S-14	0.70	0.76	1.32	1.52	1.62
S-17	1.31	2.53	3.26	4.44	4.35
S-18	0.81	1.46	2.23	1.94	2.26
S-19	0.81	0.97	1.10	1.44	1.99
S-30	1.34	1.56	2.79	2.76	3.54
S-31	2.41	3.23	7.23	4.99	6.67
S-32	3.12	5.14	6.16	8.04	9.61
S-33	0.49	0.77	0.90	1.27	1.08
S-36	1.67	1.67	3.23	5.98	4.67
S-37	2.89	5.67	6.38	12.10	17.72
S-38	2.44	2.56	4.77	8.89	9.14
S-39	1.84	2.52	2.66	4.12	4.08
S-41	0.60	0.65	0.74	0.79	0.81
S-42	8.77	5.98	17.82	6.95	12.47
S-43	1.99	2.85	2.50	5.59	5.58
S-44	0.54	0.46	0.81	0.63	0.79
S-45	3.54	3.46	12.50	12.42	8.54
S-47	0.71	0.92	1.11	1.07	1.43
S-49	1.40	1.27	2.36	3.57	3.05
S-61	1.64	1.59	2.27	3.05	2.99
S-62	0.47	0.58	0.75	0.92	0.87
S-64	0.38	0.44	0.72	0.70	0.91
S-67	0.95	0.81	0.99	1.07	1.24
S-68	0.78	0.97	1.10	1.97	2.13
S-69	0.38	0.45	0.55	0.64	0.64

	Female/Male				
Squadron	**2002**	**2003**	**2004**	**2005**	**2006**
S-11	0.40	0.45	0.38	0.44	0.44
S-13	0.50	0.57	0.49	0.53	0.52
S-14	0.72	0.58	0.58	0.46	0.58
S-17	0.53	0.49	0.48	0.47	0.54
S-18	0.53	0.47	0.45	0.47	0.43
S-19	0.48	0.49	0.55	0.54	0.50
S-30	0.48	0.45	0.39	0.43	0.40
S-31	0.52	0.50	0.46	0.46	0.50
S-32	0.41	0.42	0.40	0.36	0.47
S-33	0.45	0.51	0.45	0.38	0.50
S-36	0.45	0.44	0.42	0.48	0.47
S-37	0.59	0.55	0.44	0.49	0.51
S-38	0.44	0.44	0.39	0.46	0.44
S-39	0.46	0.47	0.51	0.49	0.41
S-41	0.43	0.51	0.43	0.38	0.49
S-42	0.48	0.64	0.51	0.55	0.58
S-43	0.41	0.46	0.47	0.50	0.49
S-44	0.49	0.44	0.41	0.42	0.51
S-45	0.44	0.47	0.39	0.34	0.48
S-47	0.56	0.47	0.49	0.44	0.48
S-49	0.41	0.46	0.45	0.53	0.44
S-61	0.49	0.47	0.37	0.47	0.53
S-62	0.46	0.46	0.45	0.42	0.47
S-64	0.54	0.53	0.45	0.57	0.45
S-67	0.53	0.47	0.47	0.44	0.53
S-68	0.43	0.45	0.42	0.43	0.56
S-69	0.51	0.47	0.52	0.54	0.55